Pembimbing I   Pembimbing II

Dr. Jhon Veri, S.Kom., M.M., M.Kom   **Vicky Brama Kumbara, S.E., B.Ba., M.M**

NIDN: 1008077101   **NIDN: 1006108801**

Padang,   2023

Mengesahkan :

Dekan Fakultas Ekonomi dan Bisnis

Universitas Putra Indonesia "YPTK" Padang

Dr. Yulasmi, S.E, M.M
NIDN : 1019087501

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Rekrutmen Seleksi, dan Pelatihan Terhadap Kinerja Karyawan melalui Komitmen Organisasional sebagai Variabel Intervening pada Kantor Wali Nagari Talang. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan kausal. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan populasi berjumlah 126 karyawan . Metode analisis data yang digunakan dalan penelitian ini menggunakan Partial Least Square (PLS) dengan program SmartPLS versi 3.2.9. Hasil penelitian menu jukkan bahwa a) Terdapat pengaruh positif yang tidak signifikan Rekrutmen Seleksi terhadap Komitmen Organisasional, b) Terdapat pengaruh positif yang signifikan Pelatihan terhadap Komitmen Organisasional, c) Terdapat pengaruh positif yang signifikan Rekrutmen Seleksi terhadap Kinerja Karyawan, d) Terdapat pengaruh positif yang signifikan Pelatihan terhadap Kinerja Karyawan, e) Terdapat pengaruh posittif yang tidak asignifikan Komitmen Organisasional terhadap Kinerja Karyawan, f) Terdapat pengaruh positif yang tidak signifikan Rekrutmen Seleksi terhadap Kinerja Karyawan melalui Komitmen Organisasional, g) Terdapat pengaruh positif yang tidak signifikan Pelatihan terhadap Kinerja Karyawan melalui Komitmen Organisasional. Kontribusi variabel Rekrutmen Seleksi, dan Pelatihan Terhadap Kinerja Karyawan melalui Komitmen Organisasional

sebagai Variabel Intervening berpengaruh sebesar 43,9% sedangkan sisanya sebesar 56,1%dipengaruhi oleh variabel lain di luar penelitian ini. Berdasarkan hasil penelitian ini diharapkan Kantor Wali Nagari Talang dapat meningkatkan Kinerja Karyawan dengan meningkatkan Rekrutmen Seleksi, Pelatihan dan Komitmen Organisasional melalui masing-masing indikator.

Kata Kunci : Rekrutmen Seleksi, Pelatihan, Komitmen Organisasional, dan Kinerja Karyawan

ABSTRACT

This study aims to find out how much influence Selection Recruitment and Training have on Employee Performance through Organizational Commitment as an Intervening Variable in the NagariTalang Guardian's Office. This research uses quantitative methods with descriptive and causal approaches. The method of collecting data through surveys and circulating questionnaires, with a population of 126 employees . The data analysis method used in this study used Partial Least Square (PLS) with the SmartPLS program version 3.2.9. The results of the study showed that a) There was a positive influence of insignificant Selection Recruitment on Organizational Commitment, b) There was a significant positive influence of Training on Organizational Commitment, c) There was a significant positive influence of Selection Recruitment on Employee Performance, d) There was a significant positive influence of Training on Employee Performance, e) There was a positive influence that was not significant Organizational Commitment on Performance Employees, f) There is an insignificant positive influence of Selection Recruitment on Employee Performance through Organizational Commitment, g) There is an insignificant positive influence of Training on Employee Performance through Organizational Commitment. The contribution of the variables Selection Recruitment, and Training to Employee Performance through Organizational Commitment as an Intervening Variable had an effect of 43.9% while the remaining 56.1% was influenced by other variables outside this study. Based on the results of this study, it is hoped that the NagariTalang Guardian's Office can improve Employee Performance by increasing Selection Recruitment, Training and Organizational Commitment through each indicator.

Keywords : Selection Recruitment, Training, Organizational Commitment, and Employee Performance

KATA PENGANTAR