

ABSTRAK

Penelitian ini bertujuan mengetahui seberapa besar Pengaruh perencanaan SDM, rekrutmen, penempatan dan kompetensi terhadap kinerja karyawan pada PT. Batang hari barisan padang. Metode pengumpulan data melalui survei dan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, analisis korelasi, analisis linier berganda, untuk uji hipotesis digunakan uji t dan uji f. Sampel berjumlah 71 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : a) Perencanaan SDM berpengaruh positif dan signifikan Terhadap Kinerja Karyawan. b) Rekrutmen berpengaruh positif dan signifikan Terhadap Kinerja Karyawan. c) Penempatan berpengaruh positif dan signifikan Terhadap Kinerja Karyawan. d) Kompetensi berpengaruh positif dan signifikan Terhadap Kinerja Karyawan.

Maka dapat disimpulkan bahwa secara simultan Perencanaan SDM, rekrutmen, penempatan dan kompetensi secara bersama-sama berpengaruh terhadap Kinerja Karyawan. Kontribusi sumbangan variabel independen Perencanaan SDM, Rekrutmen, Penempatan dan Kompetensi terhadap variabel dependen Kinerja Karyawan adalah sebesar 81,4%. Sedangkan sisanya adalah sebesar 18,6% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : Pengaruh perencanaan SDM, rekrutmen, penempatan dan kompetensi dan kinerja karyawan.

ABSTRACT

This study aims to determine how much influence HR planning, recruitment, placement and competence have on employee performance at PT. Trunk of the field line. Methods of collecting data through surveys and questionnaires. The analytical method used is validity and reliability test, correlation analysis, multiple linear analysis, to test the hypothesis used t test and f test. The sample is 71 respondents.

Based on the research obtained based on the partial test (t test) obtained: a) HR planning has a positive and significant effect on employee performance. b) Recruitment has a positive and significant effect on employee performance. c) Placement has a positive and significant impact on employee performance. d) Competence has a positive and significant effect on employee performance.

So it can be concluded that simultaneously HR planning, recruitment, placement and competence together affect employee performance. The contribution of the independent variables of HR Planning, Recruitment, Placement and Competence to the dependent variable of Employee Performance is 81.4%. While the remaining 18.6% is influenced by other variables outside of this study.

Keywords: *The influence of HR planning, recruitment, placement and competence and employee performance.*