

## ABSTRAK

Krisna Arbi, 17101155310024, Manajemen, 2021. Pengaruh Rekrutmen, Seleksi, Orientasi Kerja dan Penempatan pegawai terhadap Kinerja Pegawai Pada Pengadilan Tinggi Sumatera Barat. Dibawah bimbingan ibu Vivi Nila Sari, SE.,M.M dan bapak Dori Mitra Candana,SE.,M.M.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Rekrutmen, Seleksi, Orientasi Kerja dan Penempatan Pegawai terhadap Kinerja pegawai Pada Pengadilan Tinggi Sumatera Barat. Metode pengumpulan data melalui survey dan pengumpulan kuisioner, dengan sampel 55 responden dari pegawai Pengadilan Tinggi Sumatera Barat. Metode analisis yang digunakan adalah SMART PLS 3.0

Hasil penelitian yang didapatkan berdasarkan *koefisien path* atau *inner model* diperoleh Rekrutmen berpengaruh positif dan signifikan terhadap Kinerja pegawai, maka  $H_1$  pada penelitian ini diterima, Seleksi berpengaruh positif dan signifikan terhadap Kinerja pegawai, maka  $H_2$  pada penelitian ini diterima, Orientasi kerja berpengaruh positif dan signifikan terhadap Kinerja pegawai, maka  $H_3$  pada penelitian ini diterima, Penempatan pegawai berpengaruh positif dan signifikan terhadap Kinerja pegawai, maka  $H_4$  pada penelitian ini diterima dan Rekrutmen, Seleksi, Orientasi Kerja dan Penempatan pegawai secara bersama-sama berpengaruh positif dan signifikan terhadap Kinerja pegawai, maka  $H_5$  pada penelitian ini diterima.

**Kata kunci : Rekrutmen, Seleksi, Orientasi Kerja, Penempatan pegawai, Kinerja pegawai**

## **Abstrack**

*Krisna Arbi, 17101155310024, Management, 2021. The Effect of Recruitment, Selection, Work Orientation and Employee Placement on Employee Performance at the High Court of West Sumatra. Under the guidance of Mrs Vivi Nila Sari, SE., M.M and Mr. Dori Mittra Candana, SE., M.M.*

*This study aims to examine how much influence the recruitment, selection, work orientation and placement of employees on employee performance at the West Sumatra High Court. Methods of data collection through surveys and questionnaire collection, with a sample of 55 respondents from employees of the High Court of West Sumatra. The analytical method used is SMART PLS 3.0*

*The results obtained based on the path coefficient or inner model obtained Recruitment has a positive and significant effect on employee performance, then H1 in this study is accepted, selection has a positive and significant effect on employee performance, then H2 in this study is accepted, work orientation has a positive and significant effect on employee performance. Employee performance, then H3 in this study is accepted, Employee Placement has a positive and significant effect on Employee Performance, then H4 in this study is accepted and Recruitment, Selection, Work Orientation and Employee Placement together have a positive and significant effect on Employee Performance, then H5 in this study accepted.*

***Keywords: Recruitment, Selection, Work Orientation, Employee Placement, Employee Performance***