

## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh rekrutmen, pelatihan dan *job description* berpengaruh terhadap kinerja karyawan PT Greatsoft Solusi Indonesia di Surabaya. Penelitian ini termasuk pada jenis penelitian kuantitatif sebab menggunakan aspek pengukuran, perhitungan, rumus dan kepastian data numerik. Subjek penelitian adalah PT Greatsoft Solusi Indonesia di Surabaya. Pada penelitian ini populasi dan sampelnya adalah seluruh karyawan PT Greatsoft Solusi Indonesia yang berjumlah 35 orang. Data dianalisa menggunakan rumus regresi linier berganda. Hasil penelitian menunjukkan bahwa variabel rekrutmen dan pelatihan tidak berpengaruh positif, tetapi pada variabel *job description* berpengaruh positif secara parsial terhadap kinerja karyawan PT Greatsoft Solusi Indonesia. Secara simultan rekrutmen, pelatihan dan *job description* berpengaruh positif secara signifikan terhadap kinerja karyawan PT Greatsoft Solusi Indonesia.

Kata kunci : Sumber daya manusia, rekrutmen, pelatihan, job deskripsi, kinerja,

PT. GSI.

## **ABSTRACT**

*This study aims to analyze the effect of recruitment, training and job descriptions on the performance of employees of PT Greatsoft Solusi Indonesia in Surabaya. This research is included in the type of quantitative research because it uses aspects of measurement, calculation, formulas and certainty of numerical data. The research subject is PT Greatsoft Solusi Indonesia in Surabaya. In the population study and sample is all employees of PT Greatsoft Solusi Indonesia, which may be 35 people. Data analysis using multiple linier regression formula. The results show that the recruitment and training variables do not have a positive effect but the job description variable has a partially positive on the employee performance of PT Greatsoft Solusi Indonesia. Simultaneously recruitment, training and job description have a significant positive effect on employee performance at PT Greatsoft Solusi Indonesia.*

*Keywords : Human resources, Recruitment, training, job description, performance, PT GSI*