

# **PENGARUH REKRUTMEN, SELEKSI DAN PELATIHAN TERHADAP KINERJA KARYAWAN MARGARIA GROUP YOGYAKARTA**

## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh Rekrutmen, Seleksi, dan Pelatihan terhadap Kinerja Karyawan. Sampel dalam penelitian ini adalah 40 responden karyawan Margaria Group. Teknik pengumpulan data yang digunakan adalah metode survey dengan instrument penelitian yang digunakan adalah kuesioner. Hasil Uji instrument menyatakan bahwa data dalam penelitian ini terbukti valid dan reliabel. Pada Uji Asumsi Klasik dinyatakan bahwa data dalam penelitian ini terdistribusi secara normal dan menghasilkan model regresi yang bebas dari multikolinearitas dan heteroskedastisitas. Hasil penelitian ini membuktikan bahwa :

- (1) Rekrutmrn berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan,
- (2) Seleksi berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan, (3)
- Pelatihan berpengaruh positif dan signifikan terhadap Kinerja Karyawan, (4)
- Rekrutmrn, Seleksi, dan Pelatihan berpengaruh secara simultan terhadap Kinerja Karyawan.

**Kata Kunci:** Rekrutmen, Seleksi, Pelatihan, Kinerja Karyawan

***INFLUENCE OF RECRUITMENT, SELECTION AND TRAINING  
ON THE PERFORMANCE OF EMPLOYEES MARGARIA GROUP  
YOGYAKARTA***

***ABSTRACT***

*This study aims to analyze the influence of Recruitment, Selection, and Training on Employee Performance. The sample in this study was 40 respondents of Margaria Group Yogyakarta employees. The data collection technique used is a survey method with the research instrument used is a questionnaire. The results of the instrument test stated that the data in this study proved to be valid and reliable. In the Classical Assumption Test, it was stated that the data in this study were distributed normally and produced a regression model that was free of multicholnearity and heteroskedasticity. The results of this study prove that: (1) Recruitment has a positive and insignificant effect on Employee Performance, (2) Selection has a positive and insignificant effect on Employee Performance, (3) Training has a positive and significant effect on Employee Performance, (4) Recruitment, Selection, and Training have a simultaneous effect on Employee Performance.*

***Keywords:*** *Recruitment, Selection, Training, Employee Performance*