

## ABSTRAK

PT Aneka Dharma Persada sudah melakukan rekrutmen karyawan dan menerapkan tata kelola dengan dilandasi prosedur perusahaan dan prinsip *good corporate governance*. Tujuan penelitian ini adalah untuk mengetahui seberapa besar pengaruh rekrutmen dan prinsip *good corporate governance* terhadap kinerja karyawan baik secara parsial maupun simultan. Populasi dalam penelitian ini adalah seluruh karyawan tetap yang ada di PT Aneka Dharma Persada yang berjumlah 250 karyawan. Kemudian diambil sampel dengan rumus slovin sehingga dapat diperoleh sampel sebanyak 72 karyawan. Penelitian ini menggunakan pendekatan kuantitatif, dengan jenis *explanatory research*. Metode analisis yang digunakan adalah Analisis Regresi Linier Berganda dan pengujian hipotesis dengan taraf signifikan 10% menggunakan program (*statistical package for the social sciences*) SPSS Versi 16. 0. Hasil penelitian ini membuktikan bahwa secara parsial (uji-t) variabel independen rekrutmen dan prinsip *good corporate governance* berpengaruh signifikan terhadap kinerja karyawan yang dibuktikan dengan nilai signifikansi lebih kecil dari  $\alpha = 0,01$  dan dibuktikan  $t\text{-hitung} > t\text{-tabel}$ . Hasil penelitian secara bersama-sama atau simultan (uji-F) variabel independen rekrutmen dan prinsip *good corporate governance* mempunyai pengaruh yang signifikan terhadap kinerja karyawan dengan hasil uji F nilai signifikansinya  $0,000 < 0,01$  dan  $F\text{-Hitung} > F\text{-Tabel}$ .

Kata Kunci : rekrutmen, prinsip *good corporate governance*, dan kinerja karyawan.

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## ***ABSTRACT***

PT Aneka Dharma Persada has recruited employees and implemented governance based on company procedures and the principles of good corporate governance. The purpose of this study was to determine how much influence the recruitment and principles of good corporate governance on employee performance both partially and simultaneously. The population in this study were all permanent employees at PT Aneka Dharma Persada, totaling 250 employees. Then samples are taken with the Slovin formula so that a sample of 72 employees can be obtained. This research uses a quantitative approach, with the type of explanatory research. The analytical method used is Multiple Linear Regression Analysis and hypothesis testing with a significance level of 10% using a statistical package for the social sciences program SPSS Version 16.0. The results of this study prove that partially (t-test) independent recruitment variables and the principle of good corporate governance have a significant effect on employee performance as evidenced by the significance value smaller than  $\alpha = 0.01$  and proven  $t\text{-count} > t\text{-table}$ . The results of the study together or simultaneously (F-test) independent recruitment variables and the principles of good corporate governance have a significant influence on employee performance with the results of the F test the significance value is  $0,000 < 0.01$  and  $F\text{-Count} > F\text{-Table}$ .

*Keywords: recruitment, good corporate governance principles, and employee performance.*