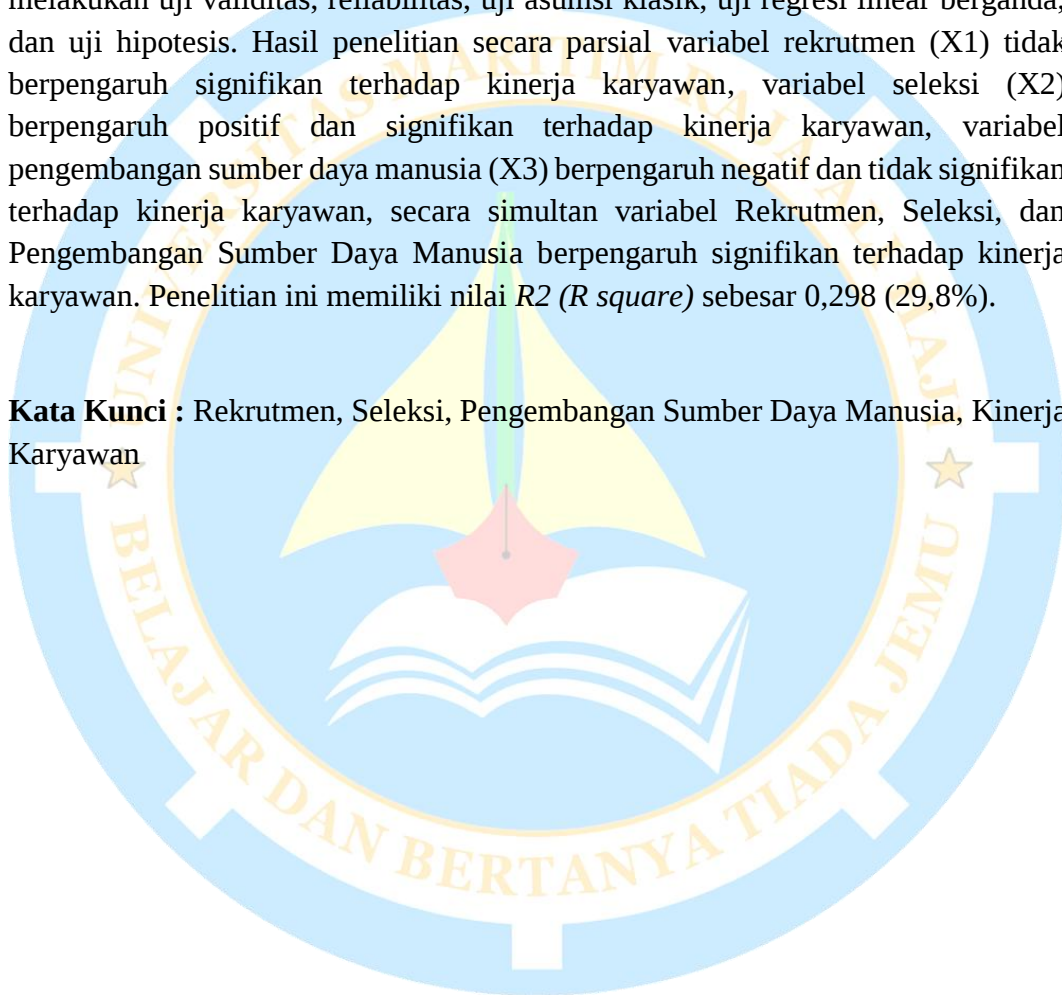


## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh rekrutmen, seleksi, dan pengembangan sumber daya manusia terhadap kinerja karyawan di PT. Bintang Inti Industrial Estate (PT. BIIE) Lobam. Jenis penelitian ini menggunakan penelitian kuantitatif. Sampel dalam penelitian ini merupakan karyawan PT. Bintang Inti Industrial Estate Lobam. Dengan menggunakan teknik *purposive sampling* dihitung dengan rumus *slovin* sehingga diperoleh 76 orang sebagai sampel dalam penelitian ini. Analisis data dilakukan dengan menggunakan aplikasi *IBM SPSS 23*. Dengan melakukan uji validitas, reliabilitas, uji asumsi klasik, uji regresi linear berganda, dan uji hipotesis. Hasil penelitian secara parsial variabel rekrutmen (X1) tidak berpengaruh signifikan terhadap kinerja karyawan, variabel seleksi (X2) berpengaruh positif dan signifikan terhadap kinerja karyawan, variabel pengembangan sumber daya manusia (X3) berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan, secara simultan variabel Rekrutmen, Seleksi, dan Pengembangan Sumber Daya Manusia berpengaruh signifikan terhadap kinerja karyawan. Penelitian ini memiliki nilai  $R^2$  (*R square*) sebesar 0,298 (29,8%).

**Kata Kunci :** Rekrutmen, Seleksi, Pengembangan Sumber Daya Manusia, Kinerja Karyawan



## **ABSTRACT**

*The purpose of this study is to determine the effect of Recruitment, Selection, and Human Resource Development on Employee Performance at PT. Bintan Inti Industrial Estate (PT. BIIE) Lobam. This study uses quantitative research. The sample in this study consist of employee at PT. Bintan Inti Industrial Estate Lobam. Using purposive sampling techniques calculated using the slovin formula, 76 individuals were selected as the sample for this study. Data analysis was conducted using IBM SPSS 23 software. This involved validity testis, reliability testing, classical assumption testing, multiple linear regression testing, and hypothesis testing. The results of the study indicate that, partially, the recruitment variable (X1) does not have a significant effect on employee performance, the selection variable (X2) has a positive and significant effect on employee performance, and the human resource development variable (X3) has a negative and significant effect on employee performance. Simultaneously, the recruitment, selection, and human resource development variables have a significant effect on employee performance. This study has an R2 (R square) value of 0,298 (29,8%).*

**Keywords :** Recruitment, Selection, Human Resource Development, Employee Performance

