

## ABSTRAK

Adelia, 2023: Pengaruh Rekrutmen, Seleksi, dan Pengembangan Sumber Daya Manusia terhadap Kinerja Karyawan TV Tanjungpinang.  
Dosen pembimbing: Abdul Jalal, S.E., M.Si dan Roni Kurniawan, S.Sos., M.Si

Penelitian ini bertujuan untuk menjelaskan pengaruh rekrutmen, seleksi, dan pengembangan sumber daya manusia terhadap kinerja karyawan. Penelitian ini menggunakan metode kuantitatif dengan populasi sebanyak 30 orang karyawan TV Tanjungpinang. Pada kuesioner dilakukan tes validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel rekrutmen (X1) berpengaruh negatif secara signifikan terhadap kinerja karyawan (Y), sedangkan variabel seleksi (X2) dan pengembangan sumber daya manusia (X3) berpengaruh positif secara signifikan terhadap kinerja karyawan. Hasil uji F menunjukkan bahwa rekrutmen (X1), seleksi (X2), dan pengembangan sumber daya manusia (X3) secara simultan berpengaruh secara simultan terhadap kinerja karyawan (Y). Penelitian ini memiliki *Adjusted R<sup>2</sup>* sebesar 98,8%.

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

## **ABSTRACT**

Adelia, 2023: *The Effect of Recruitment, Selection, and Human Resource Development on the Performance of TV Tanjungpinang employees.*  
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*This research aims to explain the fluence recruitment, selection, and human resource development towards employees performance. The research uses quantitative method with 30 subjects of Tanjungpinang Television employees. Within questionnaire conducted validity test and reliability test. Data were analyzed using multiple linear regression analysis, including test of t, test of F, and coeffition of determination. The result of research reveals that partially recruitment variable of (X1) inflicting significantly negative against employees performance (Y). Whilst selection variable (X2) and human resource development (X3) influences significant positive toward employees performance. The result test of F displays that recruitment (X1), selection (X2), and human resource development (X3) silmultaneously effecting significantly against employees performance (Y). The research has Adjust R amount of 98,8%.*

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