

ABSTRAK

Persaingan pada industri bisnis saat ini menuntut perusahaan untuk memiliki karyawan yang berkualitas tinggi. Kinerja karyawan pada CV. Gagak Hitam Bondowoso mengalami penurunan, Oleh karena itu harus diperhatikan mengenai Rekrutmen, Karakteristik Individual dan Komitmen Organisasional. Penelitian ini bertujuan untuk menganalisis pengaruh Rekrutmen (X1), Karakteristik Individual (X2) dan Komitmen Organisasional (X3) terhadap kinerja karyawan (Y) di CV. Gagak Hitam Bondowoso. Sampel diperoleh dengan metode purposive random sampling, dan dipilih 74 responden karyawan sebagai sampel. Sedangkan analisis data yang diunakan dalam penelitian ini meliputi: uji kualitas data, uji asumsi klasik, analisis regresi linear berganda dan uji hipotesis. Hasil uji signifikan parsial (uji statistik t) dari analisis dan pembahasan penelitian menunjukkan bahwa: nilai koefisien regresi rekrutmen sebesar 0,309 dengan p-value 0,01 ($<0,05$) sehingga Rekrutmen (X1) memberikan pengaruh positif terhadap Kinerja Karyawan (Y). Nilai koefisien regresi Karakteristik Individual (X2) sebesar 0,345 dengan p-value 0,00 ($<0,05$) sehingga Karakteristik Individual (X2) berpengaruh positif terhadap Kinerja Karyawan (Y). Nilai koefisien Komitmen Organisasional sebesar 0,699 dengan p-value 0,00 ($<0,05$) sehingga Komitmen Organisasional (X3) berpengaruh positif terhadap Kinerja Karyawan (Y). Nilai F sebesar 23,699 dengan p-value 0,000 ($<0,05$) sehingga secara simultan (bersama-sama) Rekrutmen (X1), Karakteristik Individual (X2), dan Komitmen Organisasional (X3) memberikan pengaruh positif terhadap Kinerja Karyawan (Y) CV. Gagak Hitam Bondowoso.

Kata Kunci : Rekrutmen, Karakteristik Individual, Komitmen Organisasional, Kinerja Karyawan

ABSTRACT

Competition in business today requires companies to have quality employees. Employee performance at CV. Gagak Hitam Bondowoso has decreased, therefore it must be considered related to recruitment, namely individual obligations and further the organization. This study aims to analyze the effect of recruitment (X1), individual characteristics (X2) and further organizational commitment (X3) on employee performance (Y) on CV. Gagak Hitam Bondowoso. The sample was obtained by purposive random sampling method, and 74 employee respondents were selected as the sample. While the data analysis used in this study includes: data quality test, classical assumption test, multiple linear regression analysis and hypothesis testing. The results of the partial significant test (t statistical test) from the analysis and discussion of the study show that: the recruitment regression coefficient value is 0.309 with a p-value of 0.01 (<0.05) so that Recruitment (X1) has a positive effect on Employee Performance (Y). The regression coefficient value for Individual Characteristics (X2) is 0.345 with a p-value of 0.00 (<0.05) so that Individual Characteristics (X2) has a positive effect on Employee Performance (Y). The coefficient value of Organizational Commitment is 0.699 with a p-value of 0.00 (<0.05) so that Organizational Commitment (X3) has a positive effect on Employee Performance (Y). The F value is 23.699 with a p-value of 0.000 (<0.05) so that simultaneously (together) Recruitment (X1), Individual Characteristics (X2), and Organizational Commitment (X3) have a positive influence on Employee Performance (Y) CV. Gagak Hitam Bondowoso.

Keywords: recruitment, Individual Characteristic, organisasional commitment, performance employee