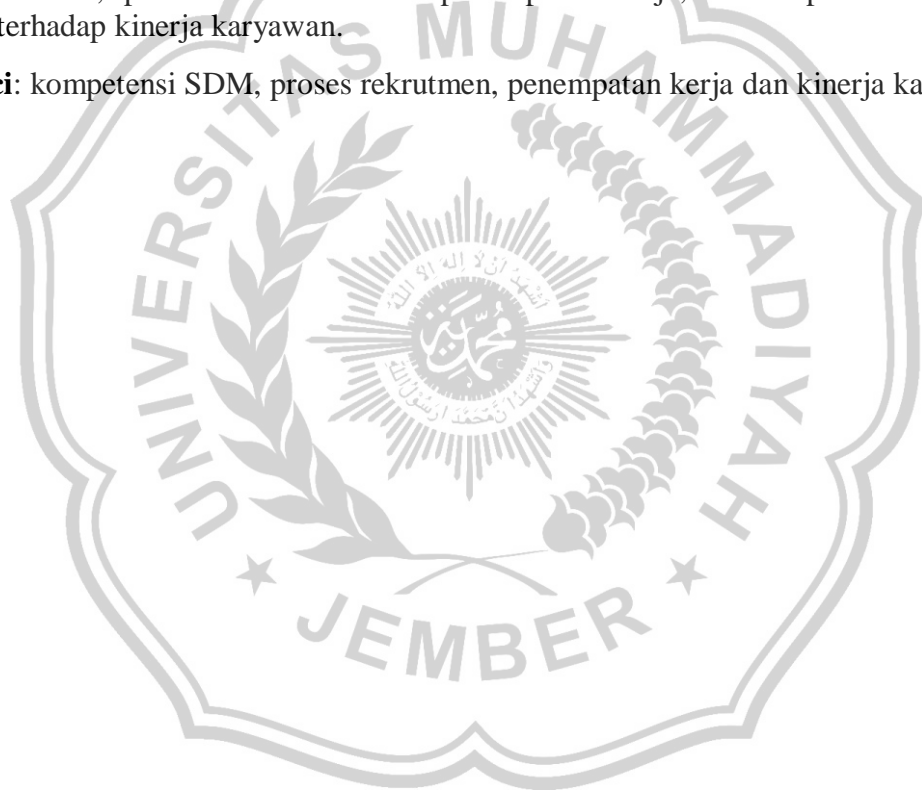


## ABSTRAK

Penelitian ini dilakukan pada seluruh Karyawan PMI Cabang Kabupaten Jember. Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi SDM, proses rekrutmen dan penempatan kerja terhadap kinerja karyawan PMI Cabang Kabupaten Jember. Dalam penelitian ini data dikumpulkan dengan alat bantu berupa observasi, wawancara dan kuesioner terhadap 72 responden dengan teknik sensus, yang bertujuan untuk mengetahui persepsi responden terhadap masing-masing variabel. Analisis yang digunakan meliputi analisis statistik deskriptif, uji instrumen data (uji validitas, dan uji reliabilitas), analisis regresi linear berganda, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), dan uji hipotesis (uji t dan koefisien determinasi). Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabel kompetensi SDM, proses rekrutmen dan penempatan kerja berpengaruh positif terhadap kinerja karyawan. Dari uji t diperoleh hasil kompetensi SDM, proses rekrutmen dan penempatan kerja, secara parsial berpengaruh signifikan terhadap kinerja karyawan.

**Kata kunci:** kompetensi SDM, proses rekrutmen, penempatan kerja dan kinerja karyawan



## **ABSTRACT**

*This research was conducted on all employees of PMI Jember District Branch. This study aims to determine the effect of HR competence, recruitment process and job placement on the performance of PMI Jember District employees. In this research, the data was collected by means of observation, interviews and questionnaires to 72 respondents using the census technique, which aims to determine the respondents' perceptions of each variable. The analysis used includes descriptive statistical analysis, data instrument testing (validity test and reliability test), multiple linear regression analysis, classical assumption test (normality test, multicollinearity test, heteroscedasticity test), and hypothesis testing (t test and coefficient of determination). From the results of the analysis using regression, it can be seen that the HR competency variables, the recruitment process and work placement have a positive effect on employee performance. From the t test, it was obtained the results of HR competence, recruitment process and job placement, which partially have a significant effect on employee performance.*

*Keywords: HR competence, recruitment process, job placement and employee performance*

