

ABSTRAK

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Pengaruh Proses Rekrutmen, Seleksi, Penempatan, dan Pelatihan terhadap Kinerja Karyawan dan Tinjauaanya Menurut Sudut Pandang Islam (Studi Kasus pada PT Mustika Ratu tbk).

140 halaman + xv halaman + 16 tabel + 4 gambar + 6 lampiran

Uraian Abstrak

Penelitian ini dilakukan dengan tujuan untuk menguji pengaruh Rekrutmen, Seleksi, Penempatan, dan Pelatihan Terhadap Kinerja Karyawan serta tinjauannya Menurut sudut pandang islam. Populasi yang digunakan dalam penelitian ini Karyawan Pada Posisi Beauty Advisor PT. Mustika Ratu tbk. Teknik pengambilan sampel menggunakan metode *total sampling* atau penelitian menjadikan seluruh populasi sebagai sampel. Jumlah sampel pada penelitian ini sebanyak 54 responden. Data dikumpulkan dengan menggunakan metode survey dengan instrument kuesioner. Metode analisis data yang digunakan yaitu analisis PLS-SEM (*Partial Least Square Structural Equation Modelling*). Hasil penelitian ini menunjukkan bahwa : (1) Rekrutmen berpengaruh positif dan signifikan terhadap kinerja Karyawan. (2) Seleksi berpengaruh positif dan signifikan terhadap kinerja Karyawan. (3) Penempatan berpengaruh positif dan signifikan terhadap kinerja Karyawan. (4) Pelatihan berpengaruh positif dan signifikan terhadap kinerja Karyawan. (5) Rekrutmen, Seleksi, Penempatan, Pelatihan berpengaruh secara simultan Terhadap Kinerja Karyawan. Dalam pandangan Islam Rekrutmen, Seleksi, Penempatan, dan Pelatihan terhadap Kinerja Karyawan sudah sesuai dengan prinsip dan ajaran Islam karena sudah dilakukan dengan sesuai adil, amanah, jujur dan sesuai dengan *job spec* yang dibutuhkan oleh perusahaan.

Kata kunci : Rekrutmen, Seleksi, Penempatan, Pelatihan, Kinerja Karyawan, *PLS*.

ABSTRACT

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The Effect of Recruitment, Selection, Placement, and Training processes on Employee Performance at PT Mustika Ratu tbk and Its Review from an Islamic Prespective.

140 pages + xv pages+ 16 tables + 4 pictures + 6 attachments

Abstract description

This study was conducted with the aim of examining the effect of Recruitment, Selection, Placement, and Training on Employee Performance and its review according to the Islamic point of view. The population used in this study is Employees at the Beauty Advisor Position of PT. Mustika Ratu tbk. The sampling technique used as the total sampling method or the research used the entire population as a sample. The number of samples in this study were 54 respondents. Data were collected using a survey method with a questionnaire instrument. The data analysis method used is PLS-SEM (Partial Least Square Structural Equation Modeling) analysis. The results of this study indicate that: (1) Recruitment has a positive and significant effect on employee performance. (2) Selection has a positive and significant effect on employee performance. (3) Placement has a positive and significant effect on employee performance. (4) Training has a positive and significant effect on employee performance. (5) Recruitment, Selection, Placement, Training have a simultaneous effect on Employee Performance. In the view of Islam Recruitment, Selection, Placement, and Training of Employee Performance is in accordance with Islamic principles and teachings because it has been carried out in a fair, trustworthy, honest and in accordance with the job spec required by the company.

Keyword : Recruitment, Selection, Placement, Training, Employee Performace, PLS.