

PENGARUH REKRUTMEN, SELEKSI DAN PELATIHAN KARYAWAN TERHADAP KINERJA KARYAWAN PADA RESTORAN HOG WILD WITH CHEF BRUNO BALI

Abstrak

Kinerja karyawan merupakan hasil kerja secara kualitas dan kuantitas yang dicapai oleh seorang karyawan dalam melaksanakan tugasnya sesuai dengan tanggung jawab yang ditetapkan kepadanya oleh perusahaan dalam mencapai tujuannya, banyak faktor yang mempengaruhi kinerja karyawan dimana para pemimpin perlu melakukan proses rekrutmen, seleksi dan pelatihan karyawan yang tepat dengan perencanaan sumber daya manusia. Pentingnya proses rekrutmen, seleksi dan pelatihan pada karyawan yang baik dan berkualitas akan berdampak pada meningkatnya kinerja karyawan. Penelitian ini bertujuan untuk menjelaskan pengaruh rekrutmen, seleksi dan pelatihan karyawan terhadap kinerja karyawan pada Restoran Hog Wild With Chef Bruno Bali.

Penelitian ini dilakukan di Restoran Hog Wild With Chef Bruno Bali, dengan populasi penelitian adalah seluruh pegawai Restoran dan total sampel sebanyak 38 responden yang ditentukan berdasarkan metode sampling jenuh. Pengumpulan data dilakukan melalui observasi dan kuesioner. Teknik analisis data yang digunakan pada penelitian ini adalah analisis regresi linier berganda dengan melalui program SPSS versi 26.

Berdasarkan hasil analisis, penelitian ini menunjukkan bahwa rekrutmen karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan pada Restoran Hog Wild With Chef Bruno Bali, yang berarti semakin baik proses rekrutmen karyawan dilakukan maka semakin meningkat kinerja karyawan pada Restoran Hog Wild With Chef Bruno Bali. Seleksi karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan pada Restoran Hog Wild With Chef Bruno Bali, yang berarti semakin baik proses seleksi karyawan dilakukan maka semakin meningkat kinerja karyawan Restoran Hog Wild With Chef Bruno Bali. Pelatihan karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan pada Restoran Hog Wild With Chef Bruno Bali yang berarti semakin baik proses pelatihan karyawan dilakukan maka semakin meningkat kinerja karyawan pada Restoran Hog Wild With Chef Bruno Bali. Saran bagi peneliti selanjutnya untuk memperluas objek penelitian, sehingga memberi suatu pandangan yang lebih agar cakupan analisisnya lebih luas.

Kata Kunci : Rekrutmen, Seleksi, Pelatihan Karyawan, Kinerja Karyawan

Abstract

Employee performance is the result of work in quality and quantity that is achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them by the company in achieving its goals, many factors affect employee performance where leaders need to carry out the process of recruitment, selection and proper employee training with human resource planning. The importance of the process of recruitment, selection and training of good and quality employees will have an impact on increasing employee performance. This study aims to explain the effect of employee recruitment, selection and training on employee performance at the Hog Wild With Chef Bruno Bali Restaurant.

This research was conducted at the Hog Wild With Chef Bruno Bali Restaurant, with the research population being all restaurant employees and a total sample of 38 respondents who were determined based on the saturated sampling method. Data collection was carried out through observation and questionnaires. The data analysis technique used in this study was multiple linear regression analysis using the SPSS version 26 program.

Based on the results of the analysis, this study shows that employee recruitment has a positive and significant effect on employee performance at the Hog Wild With Chef Bruno Bali Restaurant, which means that the better the employee recruitment process is carried out, the higher the employee performance at the Hog Wild With Chef Bruno Bali Restaurant. Employee selection has a positive and significant effect on employee performance at Hog Wild With Chef Bruno Bali Restaurant, which means that the better the employee selection process is carried out, the higher the employee performance at Hog Wild With Chef Bruno Bali Restaurant. Employee training has a positive and significant effect on employee performance at the Hog Wild With Chef Bruno Bali Restaurant, which means the better the employee training process is carried out, the higher the employee performance at the Hog Wild With Chef Bruno Bali Restaurant. Suggestions for future researchers to expand the object of research, so as to provide a more comprehensive view so that the scope of the analysis is wider.

Keywords: Recruitment, Selection, Employee Training, Employee Performance