

PENGARUH REKRUTMEN, SELEKSI DAN PENEMPATAN KARYAWAN TERHADAP KINERJA KARYAWAN KOPERASI SIMPAN PINJAM DARMA SUCI DI DESA DARMASABA BADUNG

ABSTRAK

Persentase absensi karyawan di Koperasi Simpan Pinjam Darma Suci masih fluktuatif dan tergolong tinggi dengan nilai rata-rata sebesar 5,56%. Tingkat absensi yang tinggi merupakan salah satu indikator adanya permasalahan mengenai kinerja karyawan. Selain itu, hal tersebut menunjukkan bahwa masih belum disiplinnya karyawan dalam menerapkan sistem kinerja perusahaan sesuai standar operasional yang telah ditetapkan, sehingga diperlukan evaluasi secara berkala untuk mengatasi permasalahan tersebut. Penelitian ini bertujuan untuk menganalisis pengaruh rekrutmen, seleksi dan penempatan karyawan terhadap kinerja karyawan Koperasi Simpan Pinjam Darma Suci di Desa Darmasaba Badung.

Penelitian ini menggunakan metode *sampling* jenuh sebagai metode penentuan sampelnya yang menggunakan seluruh populasi menjadi sampel penelitian. Penelitian ini menerapkan jenis dan sumber data, yakni jenis data kuantitatif serta menerapkan sumber data primer. Metode pengumpulan data mengimplementasikan metode observasi dan kuesioner. Teknik analisis data menggunakan analisis regresi linier berganda.

Hasil pengujian memperlihatkan bahwa rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan Koperasi Simpan Pinjam Darma Suci di Desa Darmasaba Badung. Hal ini menunjukkan bahwa semakin baik rekrutmen, maka semakin meningkatkan kinerja pegawai Koperasi Simpan Pinjam Darma Suci di Desa Darmasaba Badung. Seleksi berpengaruh positif dan signifikan terhadap kinerja karyawan Koperasi Simpan Pinjam Darma Suci di Desa Darmasaba Badung. Hal ini menunjukkan bahwa semakin baik seleksi, maka semakin meningkatkan kinerja pegawai Koperasi Simpan Pinjam Darma Suci di Desa Darmasaba Badung. Penempatan karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan Koperasi Simpan Pinjam Darma Suci di Desa Darmasaba Badung. Hal ini menunjukkan bahwa semakin baik penempatan karyawan, maka semakin meningkatkan kinerja pegawai Koperasi Simpan Pinjam Darma Suci di Desa Darmasaba Badung.

Kata Kunci: Rekrutmen, Seleksi, Penempatan Karyawan dan Kinerja Karyawan

**THE INFLUENCE OF RECRUITMENT, SELECTION AND EMPLOYEE
PLACEMENT ON EMPLOYEE PERFORMANCE OF THE DARMA SUCI
SAVING AND LOAN COOPERATIVE IN DARMASABA VILLAGE
BADUNG**

ABSTRACT

The percentage of employee absences at the Darma Suci Savings and Loans Cooperative is still fluctuating and relatively high with an average value of 5.56%. A high level of absenteeism is an indicator of problems regarding employee performance. In addition, this shows that employees are still not disciplined in implementing the company's performance system according to predetermined operational standards, so periodic evaluations are needed to overcome these problems. This study aims to analyze the effect of recruitment, selection and placement of employees on the performance of Darma Suci Savings and Loans Cooperative employees in Darmasaba Badung Village.

This study uses saturated sampling method as a method of determining the sample using the entire population as the research sample. This study applies the types and sources of data, namely quantitative data types and applies primary data sources. The data collection method implements the observation and questionnaire methods. Data analysis technique using multiple linear regression analysis.

The test results show that recruitment has a positive and significant effect on the performance of Darma Suci Savings and Loan Cooperative employees in Darmasaba Badung Village. This shows that the better the recruitment, the better the performance of Darma Suci Savings and Loans Cooperative employees in Darmasaba Badung Village. Selection has a positive and significant effect on the performance of employees of the Darma Suci Savings and Loans Cooperative in Darmasaba Badung Village. This shows that the better the selection, the better the performance of Darma Suci Savings and Loan Cooperative employees in Darmasaba Badung Village. Employee placement has a positive and significant effect on the performance of employees of the Darma Suci Savings and Loans Cooperative in Darmasaba Badung Village. This shows that the better the placement of employees, the better the performance of Darma Suci Savings and Loans Cooperative employees in Darmasaba Badung Village.

Keywords: *Recruitment, Selection, Employee Placement and Employee Performance*