

ABSTRAK

Hari Santoso, 2020. Skripsi. **“Pengaruh Perencanaan Tenaga Kerja dan *Recruitment Assestment* terhadap Kinerja Pegawai pada PT. FIF Group Probolinggo”**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan pada PT. FIF GROUP yang berada di Kabupaten Probolinggo dengan obyek penelitian yaitu Perencanaan Tenaga Kerja (X1) dan *Recruitment Assestment* (X2) terhadap Kinerja Pegawai (Y). Jenis penelitian yang digunakan adalah deskriptif kuantitatif dengan pendekatan asosiatif. Penelitian ini dilakukan dengan jumlah responden sebanyak 53 orang. Metode pengumpulan data dalam penelitian ini adalah kuesioner atau angket. Teknik pengambilan sampel yang digunakan adalah teknik *accidental sampling*. Pengujian hipotesis dilakukan dengan analisis regresi linier berganda untuk hipotesis melalui program SPSS 24 *for windows*.

Penelitian ini dilakukan dengan uji validitas dan reliabilitas, uji normalitas dan koefisien determinasi yang menunjukkan *R Square* sebesar 0,875 atau 87,5% Kinerja Pegawai pada PT. FIF GROUP Probolinggo sebesar 86,8% dipengaruhi oleh perencanaan tenaga kerja dan *recruitment assestment*, sedangkan sisanya sebesar 12,5% dipengaruhi oleh variabel lain yang tidak dimasukkan ke dalam model. Berdasarkan hasil penelitian, hipotesis yang diterima yaitu secara parsial terdapat pengaruh yang signifikan antara perencanaan tenaga kerja terhadap kinerja pegawai pada PT. FIF GROUP Probolinggo. Dari analisis diperoleh nilai signifikan lebih kecil dari nilai probabilitas 0,025, atau nilai $0,000 < 0,025$ dan nilai $t_{hitung} (9,988) > t_{tabel} (1,675)$. Selanjutnya, secara parsial terdapat pengaruh yang signifikan antara *recruitment assestment* terhadap kinerja pegawai pada PT. FIF GROUP Probolinggo. Berdasarkan hasil pengujian secara parsial, diperoleh nilai signifikan lebih kecil dari nilai probabilitas 0,025, atau nilai $0,000 < 0,025$ dan nilai $t_{hitung} (10,980) > t_{tabel} (1,675)$. Hipotesis yang diterima berikutnya adalah terdapat pengaruh secara simultan yang signifikan antara perencanaan tenaga kerja terhadap kinerja pegawai pada PT. FIF GROUP Probolinggo. Berdasarkan hasil pengujian secara simultan, didapat nilai signifikansi $0,000 < 0,05$

Kata kunci: Perencanaan Tenaga Kerja, *Recruitment Assestment*, Kinerja Pegawai.

ABSTRACT

Hari Santoso, 2020. Essay. "The Effect of Manpower Planning and Recruitment Assesment on Employee Performance at PT. FIF Group Probolinggo". Management Study Program, Faculty of Economics, Panca Marga University, Probolinggo.

This research was conducted at PT. FIF GROUP located in Probolinggo Regency with the object of research, namely Manpower Planning (X1) and Recruitment Assesment (X2) on Employee Performance (Y). This type of research is descriptive quantitative with an associative approach. This research was conducted with a total of 53 respondents. The data collection method in this research is a questionnaire or a questionnaire. The sampling technique used was accidental sampling technique. Hypothesis testing is carried out by multiple linear regression analysis for the hypothesis through the SPSS 24 for windows program.

This research was conducted by testing the validity and reliability, normality test and coefficient of determination which showed R Square of 0.875 or 87.5% Employee Performance at PT. FIF GROUP Probolinggo amounted to 86.8% influenced by workforce planning and recruitment assessment, while the remaining 12.5% was influenced by other variables not included in the model. Based on the research results, the accepted hypothesis is that partially there is a significant influence between workforce planning on employee performance at PT. FIF GROUP Probolinggo. From the analysis, it is obtained that the significant value is smaller than the probability value of 0.025, or the value of $0.000 < 0.025$ and the value of $t_{count} (9.988) > t_{table} (1.675)$. Furthermore, partially there is a significant influence between recruitment assessments on employee performance at PT. FIF GROUP Probolinggo. Based on the partial test results, a significant value is obtained smaller than the probability value of 0.025, or a value of $0.000 < 0.025$ and the value of $t_{count} (10.980) > t_{table} (1.675)$. The next accepted hypothesis is that there is a significant simultaneous influence between workforce planning on employee performance at PT. FIF GROUP Probolinggo. Based on the results of simultaneous testing, a significance value of $0.000 < 0.05$ was obtained.

Keywords: Manpower Planning, Recruitment Assesment, Employee Performance.