

**ANALISIS PROSES REKRUTMEN DAN SELEKSI KARYAWAN
BAGIAN PRODUKSI PADA PT SPORT GLOVE INDONESIA (SGI)
CABANG PLUMBON**

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Abstrak

Penelitian ini dilakukan di PT Sport Glove Indonesia (SGI) cabang Plumbon. Tujuan penelitian ini adalah untuk mengetahui analisis proses rekrutmen dan seleksi karyawan bagian produksi pada PT Sport Glove Indonesia (SGI) cabang Plumbon. Metode yang digunakan dengan metode kuantitatif dengan metode perolehan data dengan wawancara dan kuesioner. Populasi dalam penelitian ini adalah seluruh karyawan bagian produksi PT Sport Glove Indonesia cabang Plumbon yang berjumlah 102 orang dengan pengambilan sampel menggunakan sampel jenuh. Teknik pengujian data yang digunakan meliputi uji validitas, uji reliabilitas, dan *mean aritmatic*. Hasil *mean arithmatic* variabel rekrutmen memiliki nilai rata – rata keseluruhan sebesar 3,24 yang masuk dalam kategori setuju, indikator dasar perekrutan sebesar 3,41 masuk dalam kategori sangat setuju, indikator sumber rekrutmen sebesar 3,39 masuk dalam kategori sangat setuju dan metode rekrutmen sebesar 2,91 masuk dalam kategori setuju. Hasil *mean arithmatic* variabel seleksi memiliki nilai rata – rata sebesar 3,17 yang masuk kategori setuju, indikator pendidikan sebesar 3,32 yang masuk dalam kategori sangat setuju, indikator referensi sebesar 2,92 masuk dalam kategori setuju, indikator pengalaman sebesar 3,39 masuk dalam kategori sangat setuju, indikator tes kesehatan sebesar 3,07 masuk dalam kategori setuju, indikator tes tertulis sebesar 2,90 masuk dalam kategori setuju, dan indikator tes wawancara sebesar 3,42 masuk dalam kategori sangat setuju.

Kata Kunci: *Rekrutmen, Seleksi, PT Sport Glove Indonesia (SGI)*

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**AN ANALYSIS OF EMPLOYEE RECRUITMENT AND SELECTION
PROCESS IN PRODUCTION IN PT SPORT GLOVE INDONESIA (SGI)
PLUMBON BRANCH**

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Abstract

This research was conducted at PT Sport Glove Indonesia (SGI) Plumbon branch. The purpose of this study was to determine the analysis of the recruitment and selection process for production employees at PT Sport Glove Indonesia (SGI) Plumbon branch. The method used is the quantitative method with data collection methods by interviews and questionnaires. The population in this study were all employees of the PT Sport Glove Indonesia branch of Plumbon production, totaling 102 people with a saturated sample. Data testing techniques used include validity test, reliability test, and arithmetic mean. The mean arithmetic results of the recruitment variable have an overall average value of 3.24 which is included in the agree category, the basic recruitment indicator of 3.41 is in the very agree category, the recruitment source indicator is 3.39 which is in the very agree category and the recruitment method is 2.91 which is included in the agree category. The mean arithmetic result of the selection variable has an average value of 3.17 which is in the agree category, the education indicator is 3.32 which is in the very agree category, the reference indicator is 2.92 which is in the agree category, the experience indicator is 3.39 which is in the very agree category, the health test indicator is 3.07 which is in the agree category, the written test indicator is 2.90 which is in the agree category, and the interview test indicator is 3.42 which is included in the very agree category.

Keywords: *Recruitment, Selection, PT Sport Glove Indonesia (SGI)*