# PENGARUH REKRUTMEN DAN SELEKSI TERHADAP KINERJA KARYAWAN PADA *RESTAURANT CHICKEN* DI KOTA YOGYAKARTA

**Yuyu Yustika**

**Abstrak**

Penenelitian ini bertujuan untuk menganalisis pengaruh rekrutmen dan seleksi terhadap kinerja karyawan pada *restaurant chicken* di Kota Yogyakarta. Penelitian ini menggunakan teknik pengambilan sampel *simple random sampling* dengan jumlah 74 responden. Pengumpulan data primer dilakukan dengan penyebaran kuesioner secara langsung yang telah diuji validitas dan reliabilitasnya. Analisis dalam penelitian ini menggunakan analisis regresi linier berganda dengan bantuan program IMB SPSS *statistic* 23. Pengujian yang dilakukan adalah uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, analisis linier berganda , uji t uji f, dan koefisien determinasi. Berdasarkan hasil uji t variabel rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan. hasil uji t variabel seleksi berpengaruh positif dan signifikan terhadap kinerja karyawan. Berdasarkan hasil uji koefisien determinasi, diketahui nilai Adjusted R Square sebesar 0,224 artinya bahwa kinerja karyawan dipengaruhi variabel rekrutmen dan seleksi sebesar 22,4% sedangkan sisanya 77,6% dipengaruhi oleh variabel lain di luar model penelitian.

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

# THE INFLUENCE OF RECRUITMENT AND SELECTION ON EMPLOYEE PERFORMANCE IN CHICKEN RESTAURANT IN YOGYAKARTA CITY

*Yuyu Yustika*

## Abstract

*This study aimed to analyze the influence of recruitment and selection on employee performance in chicken restaurants in Yogyakarta City. The research used simple random sampling technique with a total of 74 respondents. Primary data collection was conducted through direct distribution of questionnaires that had been tested for validity and reliability. The analysis in this study used multiple linear regression analysis with the assistance of IBM SPSS Statistics 23. The conducted tests included validity test, reliability test, normality test, multicollinearity test, heteroskedasticity test, multiple linear analysis, t-test, f-test, and coefficient of determination. Based on the t-test results, the recruitment variable had a positive and significant effect on employee performance. The selection variable also had a positive and significant effect on employee performance. According to the coefficient of determination test results, the Adjusted R Square value was 0.224, meaning that employee performance was influenced by recruitment and selection variables by 22.4%, while the remaining 77.6% was influenced by other variables outside the research model.*

*Keywords: Recruitment, Selection, Employee Performance.*