

## ABSTRAK

**Sri Karina Ginting, NIM: 709210066. Pengaruh Promosi Jabatan dan Metode Perekrutan terhadap Konflik Antarkaryawan pada Kantor Perwakilan Bank Indonesia Wilayah IX. Skripsi Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan, 2013.**

Kantor Perwakilan Bank Indonesia Wilayah IX bergerak di bidang jasa perbankan yang mengatur berbagai kegiatan dunia perbankan. Pelaksanaan promosi jabatan dilakukan berdasarkan senioritas. Metode rekrutmen yang diterapkan adalah metode terbuka, yaitu penarikan pegawai dilakukan dengan menginformasikan kepada masyarakat melalui iklan dengan menggunakan media massa. Dari uraian tersebut, dirumuskan masalah penelitian adalah (1) apakah promosi jabatan dan metode rekrutmen berpengaruh signifikan secara bersamaan terhadap konflik antarkaryawan ?, (2) apakah promosi jabatan berpengaruh signifikan secara parsial terhadap konflik antarkaryawan ?, dan (3) apakah metode rekrutmen berpengaruh signifikan secara parsial terhadap konflik antarkaryawan pada Kantor Perwakilan Bank Indonesia Wilayah IX ?.

Tujuan penelitian ini adalah untuk mengetahui pengaruh promosi jabatan dan metode perekrutan terhadap konflik antarkaryawan pada Kantor Perwakilan Bank Indonesia Wilayah IX. Populasi penelitian adalah seluruh karyawan Kantor Bank Indonesia Wilayah IX Medan yang berjumlah 105 orang. Sampel penelitian diambil 51 orang. Metode pengumpulan data dilakukan melalui penelitian pustaka dan penelitian lapangan. Untuk membuktikan hipotesis digunakan uji F dan t.

Dari hasil penelitian dan pembahasan, diketahui nilai koefisien determinan (*R Square*) sebesar 0,365. Artinya, konflik antarkaryawan dapat dijelaskan oleh promosi jabatan dan metode rekrutmen sebesar 36,5%, sedangkan 63,5% lagi dijelaskan oleh faktor lain. Persamaan regresi linear berganda adalah  $Y = 16,042 + 0,327X_1 - 0,309X_2$ . Artinya, promosi jabatan dan metode rekrutmen berpengaruh terhadap konflik antarkaryawan pada Kantor Perwakilan Bank Indonesia Wilayah IX. Hal ini dapat dilihat dari nilai koefisien regresinya. Hasil uji F, menunjukkan bahwa promosi jabatan dan metode rekrutmen berpengaruh signifikan secara bersamaan terhadap konflik antarkaryawan pada Kantor Perwakilan Bank Indonesia Wilayah IX. Hasil uji t, menunjukkan bahwa promosi jabatan berpengaruh positif dan signifikan secara parsial terhadap konflik antarkaryawan pada Kantor Perwakilan Bank Indonesia Wilayah IX. Hasil uji t, menunjukkan bahwa metode rekrutmen berpengaruh negatif dan signifikan secara parsial terhadap konflik antarkaryawan pada Kantor Perwakilan Bank Indonesia Wilayah IX.

**Kata kunci :** Promosi Jabatan, Metode Rekrutmen dan Konflik Antarkaryawan

## ABSTRACT

**Sri Karina Ginting, NIM: 709210066. *Effect of Promotion and Recruitment Methods for Conflict Among Employees at Representative Office Bank of Indonesia Region IX. Thesis Major of Management, Faculty of Economics, State University of Medan, 2013.***

*Representative Office Bank of Indonesia Region IX is engaged in banking services that organize various activities in the banking sector. Implementation of promotion is based on seniority. Recruitment method is applied to the open method, the withdrawal of an employee is done by informing the public through advertising using the mass media. From the description, formulated research problems are (1) whether the promotion and recruitment methods have significant simultaneously to conflict among employees?, (2) whether a significant promotion partially on conflict among employees?, And (3) whether a significant recruitment method partially on conflict among employees at Bank Indonesia Representative Office Region IX?.*

*The purpose of this study was to determine the effect of promotion and recruitment methods of conflict among employees at Representative Office Bank of Indonesia Region IX. The study population were all employees of the Representative Office Bank of Indonesia Region IX field totaling 105 people. The research sample was taken 51 people. Method of data collection through library research and field research. To prove the hypothesis F and t test was used.*

*From the results of research and discussion, it is known determinant coefficient (R Square) of 0.365. That is, the conflict between employees can be explained by the promotion and recruitment methods of 36.5%, while 63.5% are explained by other factors. Multiple linear regression equation is  $Y = 16,042 + 0,327X_1 - 0,309X_2$ . That is, promotion and recruitment methods affect the conflicts between employees at Representative Office Bank of Indonesia Region IX. It can be seen from the regression coefficients. F test results, showing that the promotion and recruitment methods have significant concurrent to the conflict between employees at Bank of Indonesia Regional Office IX. t test results, showing that the promotion has positive and significant partial to the conflict between employees at Representative Office Bank of Indonesia Region IX. t test results, showing that the method of recruitment significantly and negatively partially on conflicts between employees at Representative Office Bank of Indonesia Region IX.*

**Keywords :** *Promotion, Recruitment Methods and Conflicts among employees*

