

ABSTRAK

Ditha Ivany Tambunan, NIM: 7183510029. “Pengaruh Rekrutmen Dan Pelatihan Terhadap Kinerja Frontliner BRI (Bank Rakyat Indonesia) Cabang Sibolga”.

Penelitian ini bertujuan untuk mengetahui pengaruh Rekrutmen Dan Pelatihan Terhadap Kinerja Frontliner BRI (Bank Rakyat Indonesia) Cabang Sibolga. Penelitian ini menggunakan metode kuantitatif dengan Teknik pengambilan sampel menggunakan sampel jenuh, dengan jumlah sampel sebanyak 40 responden. Teknik pengambilan data dalam penelitian ini dilakukan dengan cara menyebarkan kuesioner yang pengukurannya dengan skala *likert* dan diolah secara *statistic* menggunakan analisis regresi linear berganda dan pengujian hipotesis dengan uji t, uji F dan koefisien determinasi (R^2) yang sebelumnya data telah diuji menggunakan uji validitas, uji reabilitas dan uji asumsi klasik. Secara parsial Rekrutmen berpengaruh signifikan terhadap Kinerja Frontliner BRI (Bank Rakyat Indonesia) Cabang Sibolga. Pelatihan juga memiliki pengaruh yang signifikan terhadap Kinerja Frontliner BRI (Bank Rakyat Indonesia) Cabang Sibolga. Berdasarkan hasil penelitian menunjukkan bahwa variable pengaruh Rekrutmen Dan Pelatihan memiliki pengaruh secara simultan terhadap Kinerja. Dimana nilainya adalah sebesar $7.292 > 3.24$ dengan nilai signifikan $0.002 > 0,05$. Uji koefisien determinasi menunjukkan nilai sebesar 0.272 yang berarti bahwa Rekrutmen Dan Pelatihan berpengaruh terhadap kinerja Frontliner BRI (Bank Rakyat Indonesia) Cabang Sibolga sebesar 27.2% sedangkan sisanya dipengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: Rekrutmen, Pelatihan, Kinerja



ABSTRACT

Ditha Ivany Tambunan, NIM: 7183510029. "The Influence of Recruitment and Training on the Performance of Frontliner BRI (Bank Rakyat Indonesia) Sibolga Branch". Thesis Department of Management, Faculty of Economics, State University of Medan Year 2022.

This study aims to determine the effect of Recruitment and Training on the Performance of Frontliner BRI (Bank Rakyat Indonesia) Sibolga Branch. This study used quantitative methods with sampling techniques using saturated samples, with a total sample of 40 respondents. The data collection technique in this study was carried out by distributing questionnaires whose measurements were on a Likert scale and statistically processed using multiple linear regression analysis and hypothesis testing with the t test, F test and coefficient of determination (R²) previously the data had been tested using validity tests, test reliability and classical assumption test. Partially, Recruitment has a significant effect on the Performance of BRI Frontliners (Bank Rakyat Indonesia) Sibolga Branch. Training also has a significant influence on the performance of BRI Frontliners (Bank Rakyat Indonesia) Sibolga Branch. Based on the results of the study, it shows that the influence of Recruitment and Training variables has a simultaneous effect on performance. Where the value is $7.292 > 3.24$ with a significant value of $0.002 > 0.05$. The coefficient of determination test shows a value of 0.272, which means that Recruitment and Training have an effect on the performance of Frontliner BRI (Bank Rakyat Indonesia) Sibolga Branch by 27.2% while the rest is influenced by other variables outside of this study.

Keywords: Recruitment, Training, Performance

