

## ABSTRAK

### **PENGARUH REKRUTMEN, SELEKSI, DAN PELATIHAN TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI**

Studi pada Kantor Badan Kepegawaian Pendidikan dan Pelatihan  
Daerah (BKPPD) Labuan Bajo Kabupaten Manggarai Barat

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2022

Penelitian ini bertujuan untuk mengetahui: 1) Pengaruh langsung rekrutmen terhadap kinerja karyawan, 2) Pengaruh langsung seleksi terhadap kinerja karyawan, 3) Pengaruh langsung pelatihan terhadap kinerja karyawan, 4) Pengaruh rekrutmen terhadap kinerja karyawan dengan dimediasi oleh kepuasan kerja, 5) Pengaruh seleksi terhadap kinerja karyawan dengan dimediasi oleh kepuasan kerja, 6) Pengaruh pelatihan terhadap kinerja karyawan dengan dimediasi oleh kepuasan kerja. Teknik pengambilan sampel menggunakan metode sampling jenuh. Data diperoleh dengan membagikan kuesioner tentang rekrutmen, seleksi, pelatihan, kepuasan kerja, dan kinerja karyawan kepada 80 karyawan di Kantor Badan Kepegawaian Pendidikan Dan Pelatihan Daerah (BKPPD) Labuan Bajo Kabupaten Manggarai Barat. Teknik analisis data yang digunakan yaitu *Partial Least Square* dengan program WarpPLS 7.0 yang dijalankan dengan media computer. Hasil penelitian menunjukkan bahwa: 1) Rekrutmen secara langsung tidak berpengaruh positif terhadap kinerja karyawan. 2) Seleksi secara langsung berpengaruh positif terhadap kinerja karyawan. 3) Pelatihan secara langsung berpengaruh positif terhadap kinerja karyawan. 4) Rekrutmen berpengaruh positif terhadap kinerja karyawan tanpa dimediasi oleh kepuasan kerja. 5) Seleksi berpengaruh positif terhadap kinerja karyawan tanpa dimediasi oleh kepuasan kerja. 6) Pelatihan berpengaruh positif terhadap kinerja karyawan tanpa dimediasi oleh kepuasan kerja.

Kata kunci: rekrutmen, seleksi, pelatihan, kinerja karyawan, kepuasan kerja.

## ABSTRACT

### **THE EFFECT OF RECRUITMENT, SELECTION, AND TRAINING ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS A MEDIATION VARIABLE**

Study at the Office of the Regional Education and Training Personnel Agency (BKPPD)  
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This study aims to determine: 1) the direct effect of recruitment on employee performance, 2) the direct effect of selection on employee performance, 3) the direct effect of training on employee performance, 4) the effect of recruitment on employee performance mediated by job satisfaction, 5) the effect of selection on employee performance mediated by job satisfaction, 6) the effect of training on employee performance mediated by job satisfaction. The sampling technique used: saturated sampling method. Data were obtained by distributing questionnaires about recruitment, selection, training, job satisfaction, and employee performance to 80 employees at the Regional Education and Training Personnel Agency (BKPPD) Labuan Bajo Office, West Manggarai Regency. The data analysis technique used is *Partial Least Square* with the WarpPLS 7.0 program which is run on computer media. The results showed that: 1) recruitment did not have a direct positive effect on employee performance. 2) selection directly has a positive effect on employee performance. 3) training directly has a positive effect on employee performance. 4) recruitment has a positive effect on employee performance without being mediated by job satisfaction. 5) selection has a positive effect on employee performance without being mediated by job satisfaction. 6) training has a positive effect on employee performance without being mediated by job satisfaction.

*Keywords : recruitment, selection, training, employee performance, job satisfaction*