

ABSTRAK

PENGARUH REKRUTMEN, PELATIHAN DAN DISIPLIN TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING PADA PT. BOGA INDO SEJAHTERA ABADI (PEPPER LUNCH) MEDAN.

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Penelitian ini dilatarbelakangi upaya untuk melihat bagaimana kinerja karyawan sangat berpengaruh terhadap kemajuan perusahaan, kinerja karyawan yang baik tentunya akan mendorong perusahaan dalam mencapai tujuannya, serta hal-hal yang mempengaruhi tingkat kinerja karyawan itu sendiri. Penelitian ini bertujuan untuk mengetahui pengaruh rekrutmen, pelatihan dan disiplin terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening (studi pada PT. Boga Indo Sejahtera Abadi Medan). Metode pengumpulan data dilakukan melalui kuesioner menggunakan skala likert. Sampel yang diambil sebanyak 98 orang dengan teknik slovin. Data diolah dengan smartPLS, dianalisis dengan *Convergent Validity*, *Discriminant Validity*, *Composite Reliability*, *Average Variance Extracted (AVE)*, *Collinearity Statistics (VIF)*, uji *Path Coefficient*, *Coefficient Determination*, uji hipotesis, serta ujian pengaruh langsung dan tidak langsung menggunakan *Structural Collinearity Equation Modelling (SEM)*. Hasil uji hipotesis menunjukkan variabel rekrutmen menunjukkan bahwa rekrutmen berpengaruh positif dan signifikan terhadap kepuasan kerja dengan nilai hasil T statistic $2.121 > 1.98$, maka dikatakan berpengaruh, nilai p valuesnya $0.03 < 0.05$ yaitu signifikan. Pelatihan berpengaruh positif dan signifikan terhadap kepuasan kerja dengan nilai hasil T statistic $11.394 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.00 < 0.05$ yaitu signifikan. Disiplin berpengaruh positif dan signifikan terhadap kepuasan kerja dengan nilai hasil T statistic $6.064 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.00 < 0.05$ yaitu signifikan. Rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai hasil T statistic $2.516 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.012 < 0.05$ yaitu signifikan. Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai hasil T statistic $10.168 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.00 < 0.05$ yaitu signifikan. Disiplin berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai hasil T statistic $6.484 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.01 < 0.05$ yaitu signifikan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai hasil T statistic $9.239 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.03 < 0.05$ yaitu signifikan. Rekrutmen berpengaruh positif dan signifikan terhadap kinerja melalui kepuasan kerja dengan nilai hasil T statistic $2.175 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.03 < 0.05$ yaitu signifikan. Pelatihan berpengaruh positif dan signifikan terhadap kinerja melalui kepuasan kerja dengan nilai hasil T statistic $6.813 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.00 < 0.05$ yaitu signifikan. Disiplin berpengaruh positif dan signifikan terhadap kinerja melalui kepuasan kerja dengan nilai hasil T statistic $5.274 > 1.98$, maka dikatakan berpengaruh, nilai P valuesnya $0.00 < 0.05$ yaitu signifikan.

Kata kunci : Rekrutmen, Pelatihan, Disiplin, Kepuasan Kerja, Kinerja karyawan

ABSTRACT

THE INFULUENCE OF RECRUITMENT, TRAINING AND DISCIPLINE ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS INTERVENING VARIABLE AT PT. BOGA INDO SEJAHTERA ABADI (PEPPER LUNCH) MEDAN.

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This research is motivated by an effort to see how employee performance greatly influences the progress of the company, good employee performance will certainly encourage the company to achieve its goals, as well as things that affect the level of employee performance itself. This study aims to determine the effect of recruitment, training and discipline on employee performance with job satisfaction as intervening variable (study at PT. Boga Indo Sejahtera Abadi Medan). The data collection method was carried out through a questionnaire using a Likert scale. Samples were taken as many as 98 people with the slovin technique. Data is processed with smartPLS, analyzed with Convergent Validity, Discriminant Validity, Composite Reliability, Average Variance Extracted (AVE), Collinearity Statistics (VIF), Path Coefficient test, Coefficient Determination, hypothesis testing, and direct and indirect influence tests using Structural Equation Modelling (SEM). The results of the hypothesis test show that the recruitment variable shows that recruitment has a positive and significant effect on job satisfaction with a T statistic result value of $2.121 > 1.98$, so it is said to have an effect, the p value is $0.03 < 0.05$ which is significant. Training has a positive and significant effect on job satisfaction with a T statistic result value of $11.394 > 1.98$, it is said to have an effect, the P values are $0.00 < 0.05$ which is significant. Discipline has a positive and significant effect on job satisfaction with a T statistic of $6.064 > 1.98$, so it is said to have an effect, the P values are $0.00 < 0.05$, which is significant. Recruitment has a positive and significant effect on employee performance with a T statistic result value of $2.516 > 1.98$, it is said to have an effect, the P values are $0.012 < 0.05$, which is significant. Training has a positive and significant effect on employee performance with a T statistic result value of $10.168 > 1.98$, so it is said to have an effect, the P value is $0.00 < 0.05$, which is significant. Discipline has a positive and significant effect on employee performance with a T statistic result value of $6.484 > 1.98$, so it is said to have an effect, the P values are $0.01 < 0.05$ which is significant. Job satisfaction has a positive and significant effect on employee performance with a T statistic result value of $9.239 > 1.98$, so it is said to have an effect, the P values are $0.03 < 0.05$, which is significant. Recruitment has a positive and significant effect on performance through job satisfaction with a T statistic result value of $2.175 > 1.98$, it is said to have an effect, the P values are $0.03 < 0.05$, which is significant. Training has a positive and significant effect on performance through job satisfaction with a T statistic result value of $6.813 > 1.98$, so it is said to have an effect, the P values are $0.00 < 0.05$ which is significant. Discipline has a positive and significant effect on performance through job satisfaction with a

T statistic result value of $5.274 > 1.98$, so it is said to have an effect, the P value is $0.00 < 0.05$ which is significant.

Keywords: Recruitment, Training, Discipline, Job Satisfaction, Employee Performance