

## ABSTRAKSI

Penelitian ini membahas tentang pengaruh rekrutmen, seleksi, dan pengembangan karir terhadap kinerja karyawan di PT. Coronet Crown Surabaya. Penelitian ini merupakan penelitian penjelasan (*explanatory research*) yang akan membuktikan hubungan kausal antara variabel bebas (*independent variable*) yaitu, variable rekrutmen, seleksi, dan pengembangan karir dan variabel terikat (*dependent variable*) yaitu kinerja. Populasi dalam penelitian ini adalah karyawan pada PT. Coronet Crown Surabaya di Surabaya yang berjumlah 422 orang. Teknik pengambilan sampel menggunakan *purposive sampling*. Sampel dalam penelitian ini adalah seluruh karyawan yang berada pada level staf dengan status sebagai karyawan tetap di PT. Coronet Crown Surabaya yang berjumlah 74 orang. Metode analisis penelitian ini menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa: (1) Rekrutmen, seleksi, dan pengembangan karir secara serempak berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi simultan sebesar 75,2%. (2) Rekrutmen secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 26,9%. (3) Seleksi secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 30,7%. (4) Pengembangan karir secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 35,6%. (5) Pengembangan karir memiliki pengaruh dominan terhadap kinerja karyawan dengan kontribusi sebesar 35,6%

**Kata kunci : Rekrutmen, Seleksi, Pengembangan karir, Kinerja**

## **ABSTRACT**

*This study discusses the effect of recruitment, selection, and career development on employee performance at PT. Coronet Crown Surabaya. This research is an explanatory research that will prove the causal relationship between the independent variables, namely, the recruitment, selection, and career development variables and the dependent variable, namely performance. The population in this study were employees at PT. Coronet Crown Surabaya in Surabaya, amounting to 422 people. The sampling technique uses purposive sampling. The sample in this study were all employees at the staff level with status as permanent employees at PT. Coronet Crown Surabaya, amounting to 74 people. The method of analysis of this study uses multiple linear regression analysis. The results of this study indicate that: (1) Recruitment, selection, and career development simultaneously have a significant effect on employee performance with a simultaneous contribution of 75.2%. (2) Recruitment partially has a significant effect on employee performance with a contribution of 26.9%. (3) Partial selection has a significant effect on employee performance with a contribution of 30.7%. (4) Career development partially has a significant effect on employee performance with a contribution of 35.6%. (5) Career development has a dominant influence on employee performance with a contribution of 35.6%*

**Keywords: Recruitment, Selection, Career Development, Performance**