

**PENGARUH REKRUTMEN DAN SELEKSI TERHADAP  
KINERJA KARYAWAN  
(Studi pada Tenaga Kependidikan Universitas Dr. Soetomo Surabaya)**

**ABSTRAK**

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Penelitian ini memiliki tujuan untuk mengetahui pengaruh Rekrutmen dan Seleksi Terhadap Kinerja Karyawan Studi pada Tenaga Kependidikan Universitas Dr. Soetomo Surabaya. Jenis penelitian ini menggunakan penelitian kuantitatif yang menjelaskan berbagai fenomena yang terjadi melalui pengujian hipotesis. Populasi dan sampel dalam penelitian berjumlah 30 orang. Analisis data dengan menggunakan analisis regresi berganda dengan bantuan program SPSS versi 25. Berdasarkan hasil penelitian menunjukkan bahwa variabel rekrutmen tidak mampu berkontribusi terhadap kinerja karyawan dan variabel seleksi mampu memberikan kontribusi terhadap kinerja karyawan.

**Kata Kunci: Rekrutmen, Seleksi, Kinerja Karyawan**

**THE EFFECT OF RECRUITMENT AND SELECTION ON  
EMPLOYEE PERFORMANCE  
(Study at Dr. Soetomo University Education Personnel Surabaya)**

**ABSTRACT**

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This study aims to determine the effect of Recruitment and Selection on the Employees Performance of Study Education Personnel at Dr. Soetomo Surabaya University. This type of research uses quantitative research that explains various phenomena that occur through hypothesis testing. The population and sample in the study amounted to 30 people. Data analysis used multiple regression analysis with the help of the SPSS version 25 program. Based on the results of the study showed that the recruitment variable was unable to contribute to employee performance and the selection variable was able to contribute to employee performance.

**Keywords: Recruitment, Selection, Employee Performance**