

**THE INFLUENCE OF RECRUITMENT, SELECTION, AND PLACEMENT
TOWARD ORGANIZATIONAL PERFORMANCE ON PT ANGKASA PURA
I (PERSERO) SAM RATULANGI INTERNATIONAL AIRPORT MANADO**

THESIS

DEVITA CITRA IRYANTI

15042053



**MANAGEMENT DEPARTMENT
FACULTY OF ECONOMICS
UNIVERSITAS KATOLIK DE LA SALLE
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Presented as a fulfillment of the requirement in obtaining

Bachelor Degree in Management at Faculty of Economics

Universitas Katolik De La Salle Manado

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INTERNATIONAL AIRPORT MANADO**

DEVITA CITRA IRYANTI

15042053

Has been fulfilled the requirements to be accepted by advisory commission

Advisor I



Harly M. Merung, SE., MM.

Advisor II



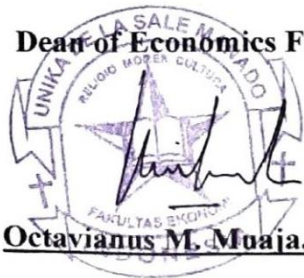
Joseph J.A. Turambi, S.E., M.Sc.

Manado, July 26th 2019

Faculty of Economics

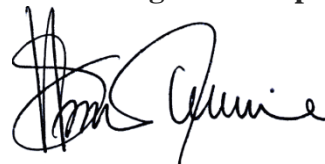
Universitas Katolik De La Salle Manado

Dean of Economics Faculty



Octavianus M. Muaja, S.E., M.M.

Head of Management Department



Loureine P. Sumual, SE., MFM.

LEGALIZATION PAGE

**THE INFLUENCE OF RECRUITMENT, SELECTION, AND
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ON PT ANGKASA PURA I (PERSERO) SAM RATULANGI
INTERNATIONAL AIRPORT MANADO**

DEVITA CITRA IRYANTI

15042053

Has been examined and defended in front of examiner board

On August 2nd 2019

Advisors,



Harly M. Merung, SE., M.M.

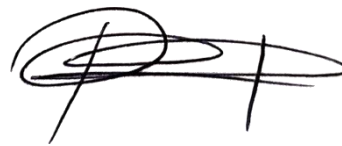
Examiners,



Apolinaris A. Montolalu, SS.,MS.



Joseph J.A. Turambi, S.E., M.Sc.



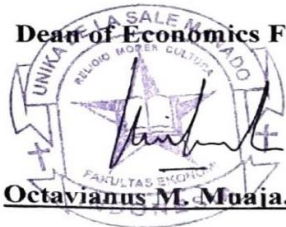
Patricia G.J. Petrus, SE., MM.

This thesis has been accepted as partial fulfillment to obtain Bachelor Degree

On August 2nd 2019

Acknowledge by,

Dean of Economics Faculty



Octavianus M. Muaja, S.E., M.M.

Head of Management Department



Loureine P. Sumual, SE., MFM.

ABSTRACT

Devita C. Iryanti, The Influence of Recruitment, Selection, and Placement Toward Organizational Pefromance on PT. Angkasa Pura I (Persero) Sam Ratulangi International Airport Manado. Advise by Harly M. Merung, S.E., M.M. and Joseph J.A. Turambi, S.E., M.Sc.

The purpose of this study is to determine the influence of recruitment, selection and placement toward organizational performance on PT.Angkasa Pura I (Persero) Sam Ratulangi International Airport Manado. Recruitment is the process of identifying and attracting a group of potential candidates from within and outside the organization to evaluate for employment. Once these candidates are identified, the process of selecting appropriate employees for employment can begin. Selection is selection is a process of a group of applicants who best meet the selection criteria for positions available within the company. Placement relates to the matching of one's position. It is based on the job requirements, knowledge, skills, abilities, preference, and personality of the employee, a placement process through which the new employee is assigned the job according to his ability and capability.

This study is eximined the influence of recruitment, selection and placement toward organizational performance on PT.Angkasa Pura I (Persero) Sam Ratulangi International Airport Manado. The finding of this study could help broadening insight and knowledge particularly related to the influence of recruitment, selection and placement toward organizational performance on state-owned enterprises company.

The sample use in this study was 152 respondents which is an employee from PT. Angkasa Pura I (Persero) Sam Ratulangi International Airport Manado using the population method. Data analysis technique in this study used data analysis of Multiple Linear Regression with Statistical Package for the Social Sciences (SPSS) 20.00 application.

The result of this study are : (1) Recruitment and Placement have a significant influence toward organizational performance, (2) Selection does not have significant influence toward organizational performance.

Keywords : Recruitment, Selection, Placement And Organizational Performance

ABSTRAK

Devita C. Iryanti, Pengaruh Rekrutmen, Seleksi, dan Penempatan terhadap Kinerja Organisasi pada PT. Angkasa Pura I (Persero) Bandar Udara Internasional Sam Ratulangi Manado. Dibimbing oleh Harly M. Merung, S.E., M.M. and Joseph J.A. Turambi, S.E., M.Sc.

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh Rekrutmen, Seleksi, dan Penempatan terhadap Kinerja Organisasi pada PT. Angkasa Pura I (Persero) Bandar Udara Internasional Sam Ratulangi Manado. Perekrutan adalah proses mengidentifikasi dan menarik sekelompok kandidat potensial dari dalam dan luar organisasi untuk mengisi posisi atau tempat yang kosong dalam organisasi. Setelah kandidat ini diidentifikasi, proses pemilihan karyawan yang tepat untuk pekerjaan dapat dimulai. Seleksi adalah proses sekelompok pelamar yang paling memenuhi kriteria seleksi untuk posisi yang tersedia dalam perusahaan. Penempatan berhubungan dengan pencocokan posisi seseorang. Ini didasarkan pada persyaratan pekerjaan, pengetahuan, keterampilan, kemampuan, preferensi, dan kepribadian karyawan, poses penempatan dimana mana karyawan baru ditugaskan pekerjaan sesuai dengan keahlian dan kemampuannya.

Penelitian ini menguji pengaruh Rekrutmen, Seleksi, dan Penempatan terhadap Kinerja Organisasi pada PT. Angkasa Pura I (Persero) Bandar Udara Internasional Sam Ratulangi Manado. Penelitian ini bermanfaat untuk memperluas pengetahuan, khususnya yang berkaitan dengan pengaruh rekrutmen, seleksi, dan penempatan terhadap kinerja organisasi pada perusahaan badan usaha milik negara (BUMN).

Sampel yang digunakan dalam penelitian ini adalah 152 responden yang merupakan karyawan dari PT. Angkasa Pura I (Persero) Bandara Internasional Sam Ratulangi Manado dengan menggunakan metode populasi. Analisis data untuk penelitian ini menggunakan analisis data Regresi Linier Berganda dengan aplikasi Statistik untuk Ilmu Sosial (SPSS) 20.00.

Hasil dari penelitian ini adalah: (1) Perekrutan dan Penempatan memiliki pengaruh yang signifikan terhadap kinerja organisasi, (2) Seleksi tidak memiliki pengaruh yang signifikan terhadap kinerja organisasi.

Kata Kunci : Rekrutmen, Seleksi, Penempatan, dan Kinerja Organisasi

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Finally, I realize that this thesis is not perfect yet. So, any critics and suggestion are very welcome. I apologize for anything that might be wrong or unclear in this thesis. Hopefully, this thesis will be useful for anyone who reads.

Manado, 26th July 2019

Devita Citra Iryanti

STATEMENT OF THESIS ORIGINALITY

I, who sign this thesis statement, state that this thesis:

THE INFLUENCE OF RECRUITMENT, SELECTION, AND PLACEMENT TOWARD ORGANIZATIONAL PERFORMANCE ON PT ANGKASA PURA I (PERSERO) SAM RATULANGI INTERNATIONAL AIRPORT MANADO

Is truly my originality work.

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Manado, August 2nd 2018

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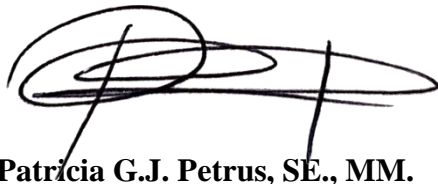
Harly M. Merung, SE., MM.

Witness I, as advisor and member of Examiners Board



Apolinaris A. Montolalu, S.S., M.S.

Witness II, as member of Examiners Board



Patricia G.J. Petrus, SE., MM.

Witness III, as member of Examiners Board

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