

ABSTRAK

Penelitian ini dilatarbelakangi adanya penurunan kepuasan kerja dalam kurun waktu 2017-2021. Penurunan kepuasan kerja ini menunjukkan adanya penurunan seleksi dan penempatan kerja di Kantor Bank BJB kantor cabang Tamansari. Tujuan Penelitian ini untuk mengetahui besarnya pengaruh seleksi dan penempatan kerja terhadap kepuasan kerja karyawan Bank BJB kantor cabang Tamansari. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 65 responden. Metode analisis data dan uji hipotesis yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, koefisien determinasi simultan dan koefisien determinasi parsial, uji hipotesis simultan dan uji hipotesis parsial. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara Seleksi dan Penempatan Kerja terhadap Kepuasan Kerja karyawan Bank BJB kantor cabang Tamansari secara simultan adalah 88,6%. sedangkan secara parsial besarnya pengaruh Seleksi terhadap Kepuasan Kerja karyawan Bank BJB kantor cabang Tamansari sebesar 62,8%, pengaruh Penempatan Kerja terhadap Kepuasan Kerja karyawan Bank BJB kantor cabang Tamansari sebesar 25,8%.

Kata Kunci: Seleksi, Penempatan Kerja, dan Kepuasan Kerja

ABSTRACT

This research is motivated by a decrease in job satisfaction in the period 2018- 2021. This decrease in job satisfaction indicates a decrease in job selection and placement at the BJB Bank branch office at the Tamansari branch. The purpose of this study was to determine the magnitude of the effect of selection and work placement on job satisfaction of employees of Bank BJB at the Tamansari branch office. The research method used is descriptive and verification method with a total sample of 65 respondents. The data analysis and hypothesis testing methods used were multiple linear regression analysis, multiple correlation analysis, coefficient of simultaneous determination and coefficient of partial determination, simultaneous hypothesis testing and partial hypothesis testing. The results showed that there was a positive and significant influence between Selection and Job Placement on Job Satisfaction of Bank BJB employees at the Tamansari branch office simultaneously, which was 88.6%. while partially the influence of Selection on Job Satisfaction of Bank BJB employees at Tamansari branch office is 62.8%, the effect of Job Placement on Job Satisfaction of employees of Bank BJB Tamansari branch office is 25.8%

Keywords: Selection, Job Placement, and Job Satisfaction

