

## ABSTRAK

Penelitian ini mempunyai tujuan supaya memahami dampak pada variabel bebas seleksi, rekrutmen, serta penempatan tenaga kerja pada variabel terikat produktivitas kerja di PT. Multi Usaha Citra Mandiri Surabaya. Penelitian ini memakai deskriptif pendekatan kuantitatif. Data dikumpulkan memakai metode dokumentasi serta kuesioner. Jenis data dipakai yakni data sekunder serta primer. Populasi pada penelitian yakni semua karyawan PT. Multi Usaha Citra Mandiri berjumlah 374 karyawan, dan sampel sejumlah 193 responden memakai teknik pengambilan sampel probability sampling melalui perhitungan rumus slovin. Pengukuran variabel pada penelitian ini menggunakan skala likert. Teknik analisis data yadipakai penelitian ini dengan memakai teknik regresi linear berganda, analisis koefisien determinasi ( $R^2$ ), serta menguji hipotesis (Uji-t serta Uji-F). melalui hasil dimana didapatkan uji-t jika rekrutmen mempunyai pengaruh signifikan pada produktivitas kerjanya, seleksi memiliki pengaruh signifikan pada produktivitas kerja, serta penempatan tenaga kerja memiliki pengaruh secara signifikan. Hasil uji-f yang diperoleh bahwa seleksi, rekrutmen, serta penempatan tenaga kerja memiliki pengaruh signifikan pada produktivitas pekerjaan di PT. Multi Usaha Citra Mandiri.

**Kata Kunci:** Seleksi, Rekrutmen, Produktivitas Kerja, Penempatan Tenaga Kerja

## **ABSTRACT**

*This research tries to comprehend the effects on the independent variables of selection, recruitment, and placement of workers on the dependent variable work productivity at PT. Multi-Business Citra Mandiri Surabaya. Using a descriptive quantitative methodology, this study. Data was gathered through the use of paperwork and questionnaires. Secondary and main data are the types of data that are utilised. All of the 374 workers of PT. Multi Usaha Citra Mandiri make up the population of this study. A sample of 193 respondents was selected using a random sampling approach and the slovin formula. A Likert scale was employed in this study's variable measures. Several linear regression approaches, measurement of the coefficient of determination (R<sup>2</sup>), and hypothesis testing make up the data analysis method employed in this study (t-test and F-test). through the results where the t-test is obtained if recruitment has a significant effect on work productivity, selection has a placement of the personnel has a considerable impact on job productivity. The f-test results showed that the choice, hiring, and placement of personnel had a considerable impact on work productivity at PT. Multi-Business Image Mandiri.*

**Keywords:** *Selection, Recruitment, Work Productivity, Workforce Placement*