

## **ABSTRAK**

Penelitian dengan menggunakan kajian kepustakaan masih jarang digunakan, untuk itu pada penelitian ini menelaah secara komparatif mengenai penempatan kerja, kompetensi dan kinerja karyawan di dalam perusahaan sesuai dengan teori manajemen sumber daya manusia. Pada penelitian ini ingin diketahui: 1) Bagaimakah definisi penempatan kerja, jenis penempatan kerja, prinsip penempatan kerja, faktor pertimbangan penempatan kerja, dan prosedur penempatan kerja menurut para ahli. 2) Bagaimakah definisi kompetensi, karakteristik kompetensi, dimensi kompetensi, dan faktor pengaruh kompetensi menurut para ahli. 3) Bagaimakah definisi kinerja karyawan, definisi manajemen kinerja, definisi penilaian kinerja, faktor pengaruh kinerja karyawan dan metode penilaian kinerja karyawan menurut para ahli. 4) Bagaimakah perbandingan penempatan kerja, kompetensi dan kinerja karyawan menurut para ahli. 5) Bagaimakah peraturan tentang penempatan kerja, kompetensi dan kinerja karyawan di perusahaan Indomobil Group dan PT. Sumber Alfaria Trijaya, Tbk. dan 6) Bagaimakah perbandingan peraturan tentang penempatan kerja, kompetensi dan kinerja karyawan di perusahaan Indomobil Group dan PT. Sumber Alfaria Trijaya, Tbk.

Tujuan penelitian ini adalah untuk mengetahui dan menggali lebih dalam teori menurut para ahli dengan mencari perbandingan antara persamaan atau perbedaan serta menyimpulkan mengenai penempatan kerja, kompetensi dan kinerja karyawan di dalam perusahaan sesuai dengan teori manajemen sumber daya manusia. Metode yang digunakan dalam penelitian ini adalah kajian kepustakaan. Teknik analisis data yang digunakan adalah anotasi bibliografi.

Hasil penelitian menunjukkan bahwa: 1) Terdapat beberapa persamaan pendapat para ahli tentang definisi penempatan kerja, jenis penempatan kerja, prinsip penempatan kerja, faktor pertimbangan penempatan kerja, prosedur penempatan kerja, definisi kompetensi, karakteristik kompetensi, dimensi kompetensi, faktor pengaruh kompetensi, definisi kinerja karyawan, definisi manajemen kinerja, definisi penilaian kinerja, faktor pengaruh kinerja karyawan, metode penilaian kinerja karyawan, peraturan penempatan kerja, kompetensi dan kinerja karyawan di Indomobil Group dan peraturan penempatan kerja, kompetensi dan kinerja karyawan di PT. Sumber Alfaria Trijaya, Tbk. 2) Terdapat perbedaan pendapat para ahli tentang jenis penempatan kerja, prinsip penempatan kerja, karakteristik kompetensi, faktor pengaruh kompetensi, peraturan penempatan kerja, kompetensi dan kinerja karyawan di Indomobil Group dan peraturan penempatan kerja, kompetensi dan kinerja karyawan di PT. Sumber Alfaria Trijaya, Tbk.

**Kata Kunci:** Penempatan kerja, kompetensi, dan kinerja karyawan.

## **ABSTRACT**

*Research using literature review is still rarely used, for this reason, this study examines the work placement, competence and performance of employees in the company in a comparative manner in accordance with human resource management theory. In this study, we want to know: 1) What is the definition of work placement, type of work placement, work placement principles, work placement considerations, and job placement procedures according to experts. 2) What is the definition of competence, competency characteristics, competency dimensions, and competency influence factors according to the experts. 3) How is the definition of employee performance, the definition of performance management, the definition of performance appraisal, the influence factors of employee performance and the method of employee performance appraisal according to experts. 4) How is the comparison of work placement, competence and employee performance according to experts. 5) What are the regulations regarding job placement, competence and employee performance in Indomobil Group companies and PT. Sumber Alfaria Trijaya, Tbk. and 6) How do the regulations on work placement, competence and employee performance compare in Indomobil Group companies and PT. Sumber Alfaria Trijaya, Tbk.*

*The purpose of this study is to find out and dig deeper into the theory according to experts by looking for comparisons between similarities or differences and concluding about job placement, competence and employee performance in the company in accordance with human resource management theory. The method used in this research is literature review. The data analysis technique used was bibliographic annotation.*

*The results show that: 1) There are several similarities in the opinions of experts regarding the definition of work placement, types of work placements, job placement principles, job placement considerations, job placement procedures, competency definitions, competency characteristics, competency dimensions, competency influence factors, performance definitions employees, performance management definitions, performance appraisal definitions, employee performance influence factors, employee performance appraisal methods, job placement regulations, employee competence and performance in the Indomobil Group and job placement regulations, employee competence and performance at PT. Sumber Alfaria Trijaya, Tbk. 2) There are differences of opinion from experts regarding the types of work placements, job placement principles, competency characteristics, competency influence factors, job placement regulations, employee competence and performance in the Indomobil Group and job placement regulations, competence and employee performance at PT. Sumber Alfaria Trijaya, Tbk.*

**Keywords:** Job placement, competence, and employee performance.