

## **ABSTRACT**

**Nancy Maria**, The Role of Educational Background Analysis, and Experience Work Against the Recruitment, Selection, and Placement Job At PT. Main Trakindo Palembang. (Under the guidance of Mrs. Agatha Septianna SR, SE, M. Si).

The role of educational background and work experience is not a major factor to be considered for companies in determining recruitment, selection, and job placement in PT. Main Trakindo Palembang. The company assume that the high level of education a person does not determine the quality of one's work. Quality of work owned by someone more experienced or derived from its own employees to self-motivate themselves to could have a good quality of work in a company. Research on this paper discusses the effectiveness of educational background and work experience of recruitment. Selection, and placement of employees by PT. Main Trakindo Palembang to its employees.

Research conducted by distributing questionnaires to 40 respondents. The data obtained is processed using a simple regression analysis with SPSS version 12.0. The results showed that the experience factor work is also not a primary consideration in determining the company's recruitment, selection, and job placement in PT. Main Trakindo. The company considers that a lot of work experience is not a major factor considered in determining the company's recruitment, selection, and job placement. The company assumes that amount of work experience but would not fit on the field can affect the quality and motivation of one's work, besides the age factor is also a consideration, where people who have work experience that many predicted has almost past the age that productive.

**Keywords:** Recruitment, Selection, and Placement PT. Main Trakindo Palembang.