

Rekrutmen



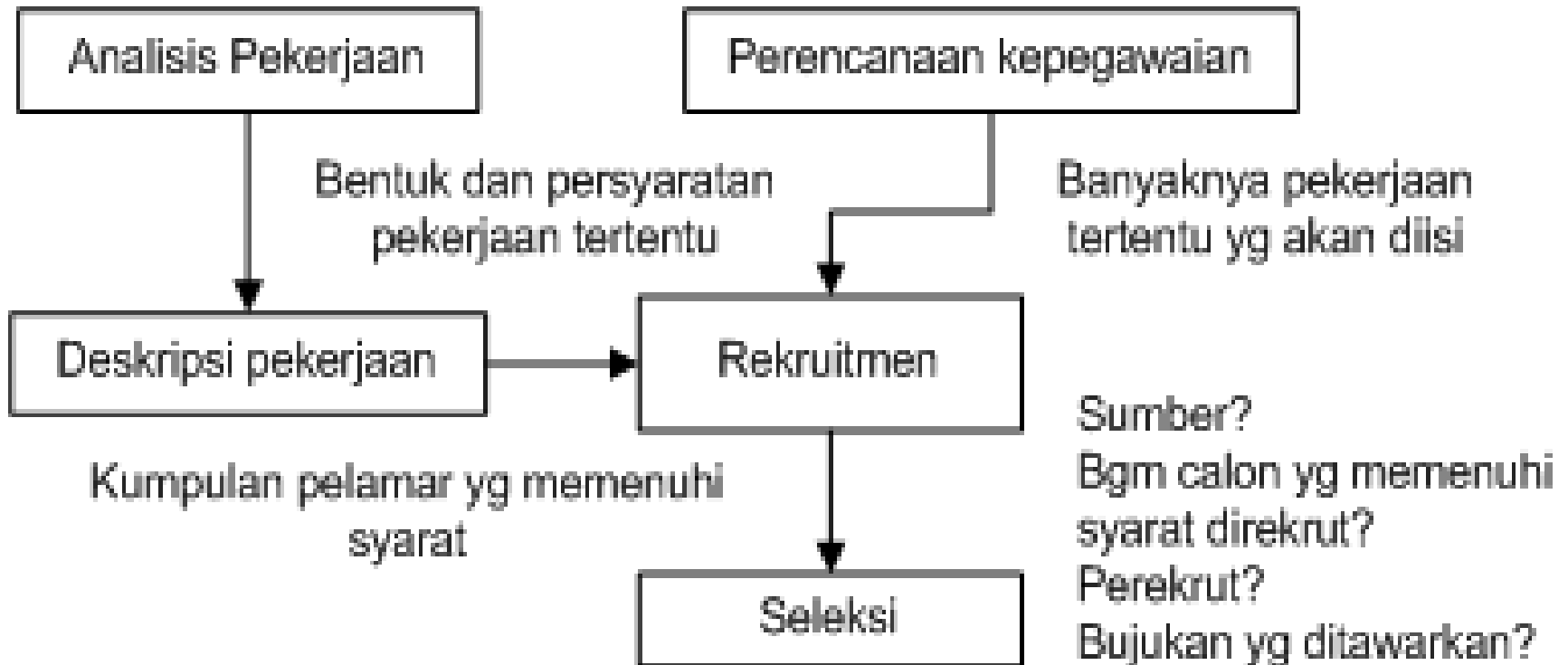
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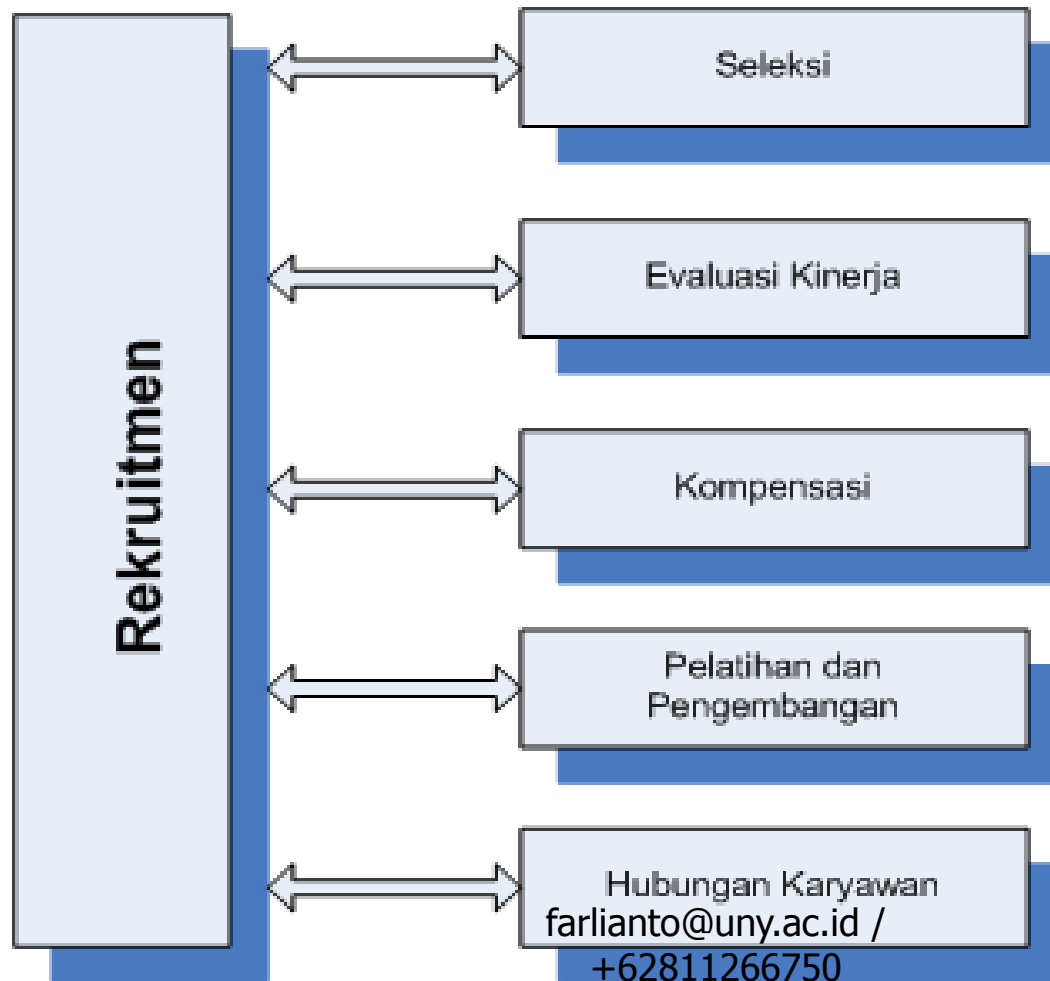
Rekrutmen

- The practice or activity carried on by the organization with the primary purpose of identifying and attracting potential employees
- It is designed to affect:
 - The number of people who apply
 - The type of people who apply
 - The likelihood that those who applying for vacancies will accept positions if offered

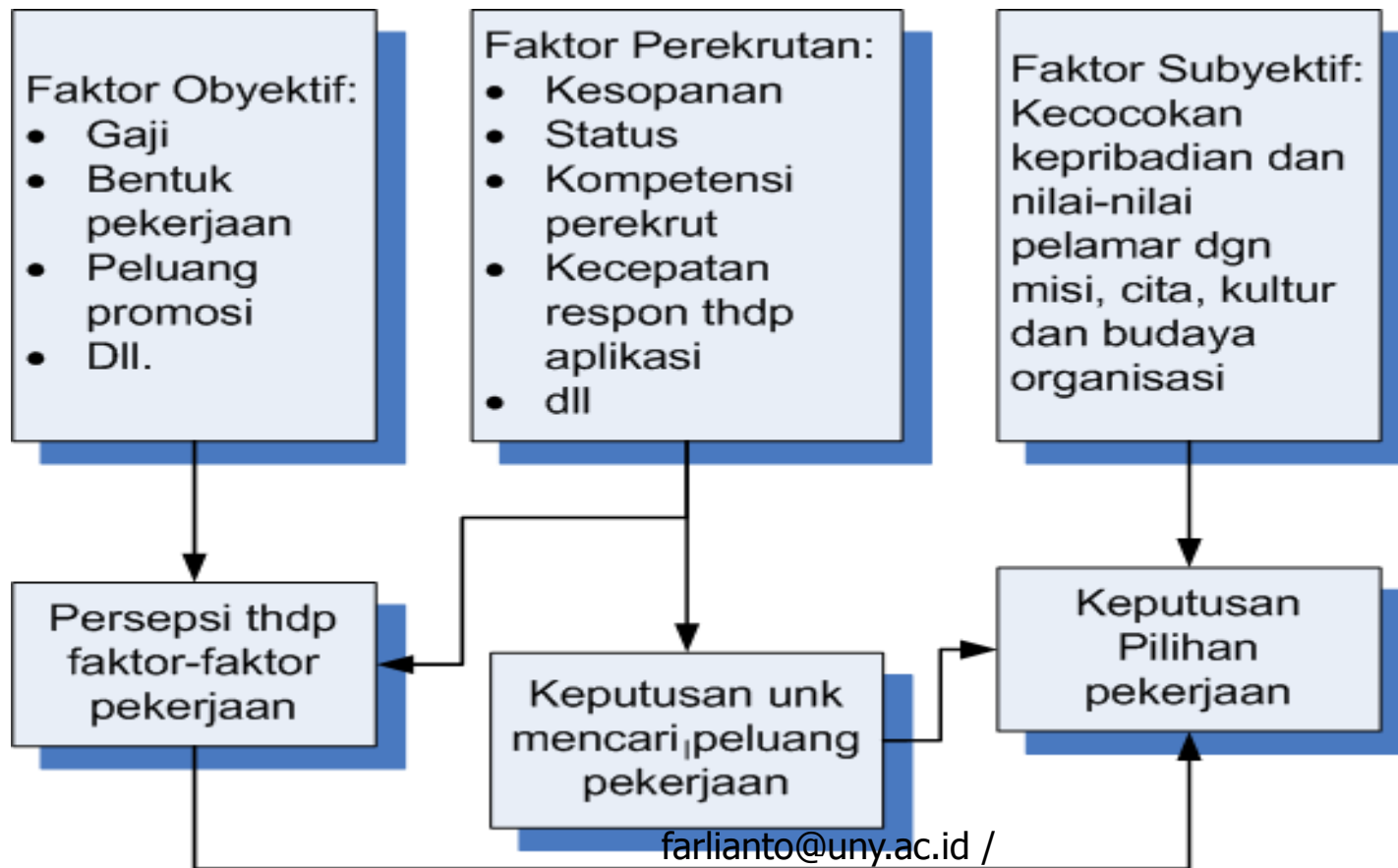
Hubungan antara analisis pekerjaan, Perencanaan, Rekrutmen, dan seleksi



Interaksi antara Rekrutmen dan aktivitas SDM



Faktor-faktor yg mempengaruhi pilihan pekerjaan





Filosofi Rekrutmen

1. Internal recruiting or External recruiting
2. Sekedar mengisi lowongan atau tujuan jangka panjang
3. Komitmen untuk mengangkat berbagai tipe orang
4. Apakah pelamar dianggap sbg komoditas yg hendak dibeli atautakah pelanggan yg hendak dirayu
5. Persoalan etis → keadilan dan kejujuran proses rekrutmen



Recruitment Strategic Decision

- Make or buy decision
- Technology being used
- Internal versus external recruiting methods
- Self-managed versus outsourced
- Specific labor market

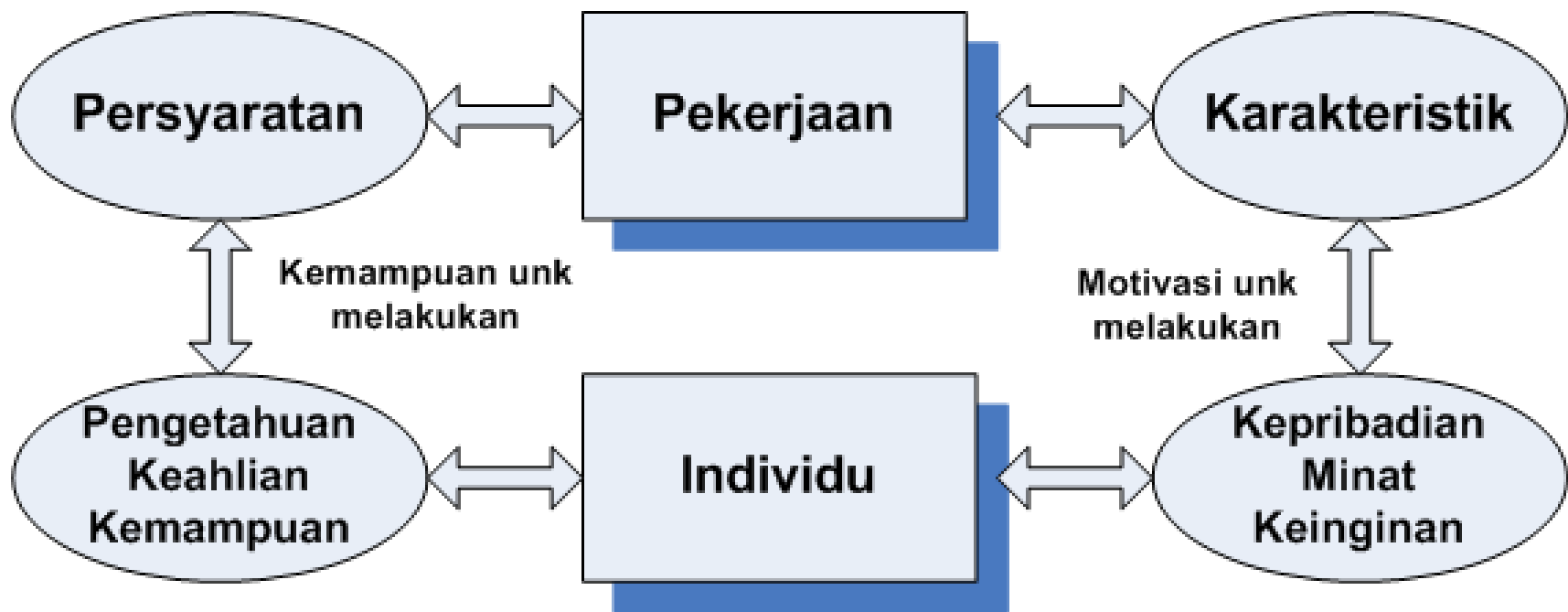
Kendala Rekrutmen

- Karakteristik organisasi
- Citra organisasi
- Kebijakan organisasi →
 - Kebijakan promosi dr dlm
 - Kebijakan kompensasi
 - Kebijakan status kepegawaian
- Renstra dan rensdm
- Kebiasaan perekrut
- Kondisi eksternal
- Daya tarik pekerjaan
- Persyaratan pekerjaan

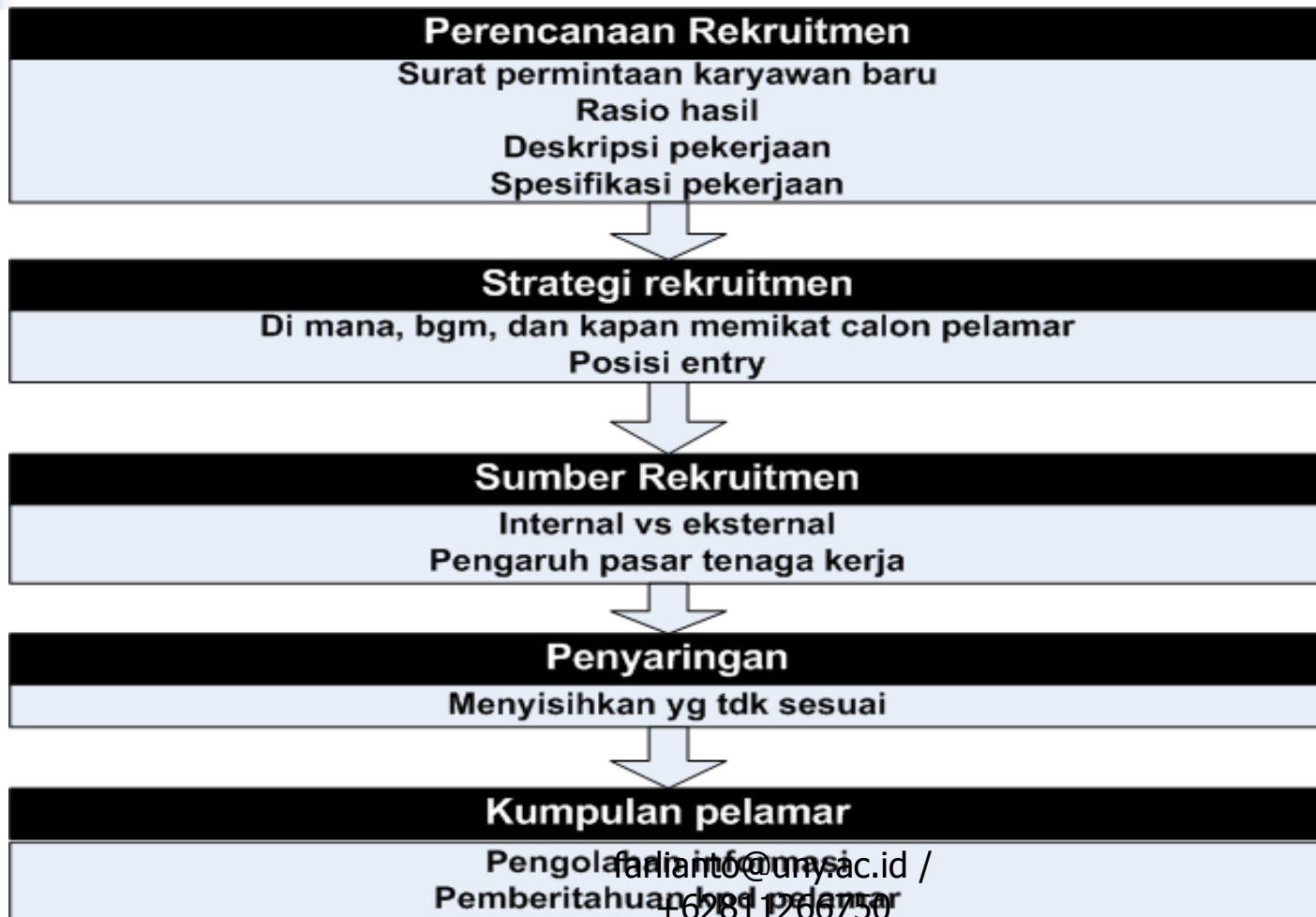


Menentukan kualifikasi pelamar

Model 2 dimensi kualifikasi untk pekerjaan



Proses Rekrutmen





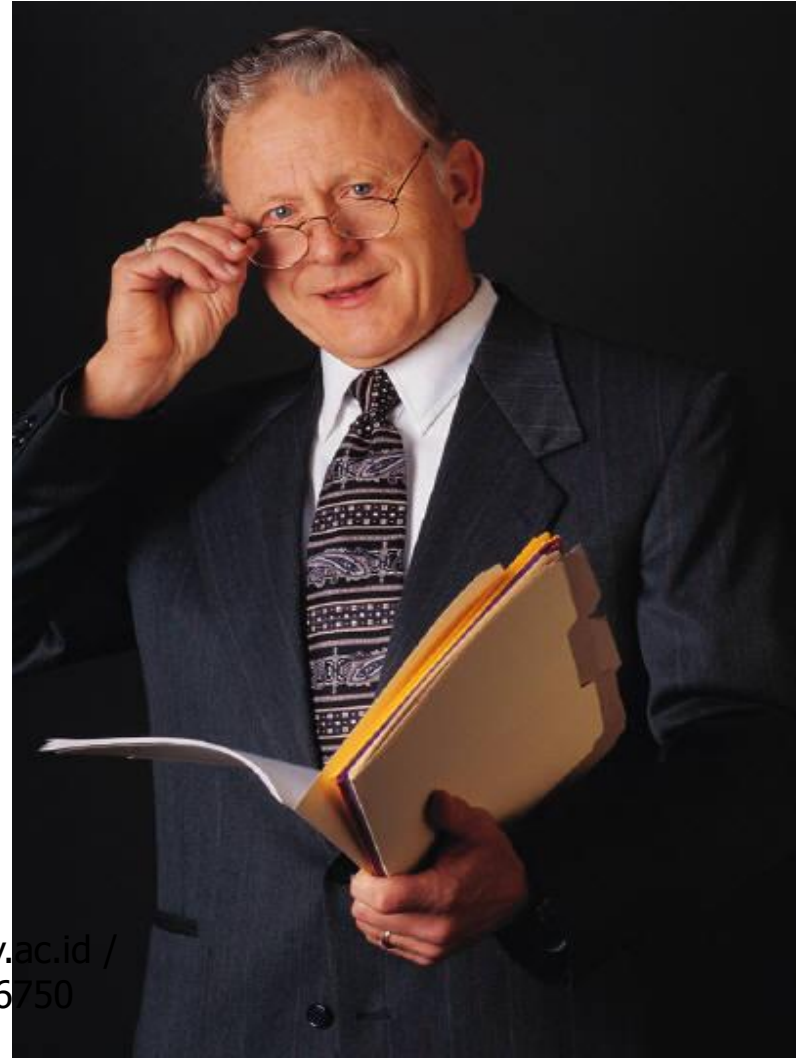
How to Win a Battle for Talent

- Be the best company to work for
- Select the right person from the first step at the first place
- Manage the joining-up process
- Coaching to maintain commitment
- Communicate effectively with your target labor market
- Manage your company image as a right place to work for

Saluran Rekrutmen

- Job posting
- Persediaan keahlian
- Rekomendasi karyawan
- Walks-in
- Writes-in
- PT
- Lembaga pendidikan
- Iklan
- Agen penempatan TK
- Konsultan manajemen

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Contact Us



Bila ada pertanyaan atau informasi yang anda butuhkan silahkan hubungi kami.

Silahkan Isi formulir dibawah ini dan Team kami akan menjawab.

Komentar anda tentang :

General

Pesan : (Maksimum 200 character)

Nama* : Email* : Alamat* : Kota : Telepon* :



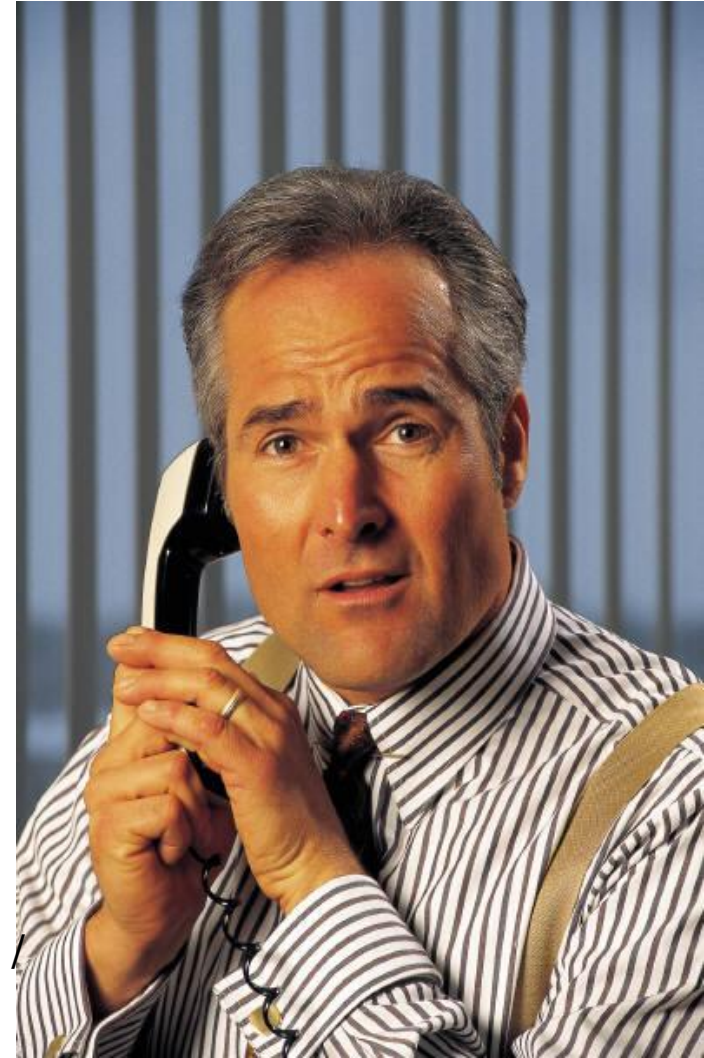
Alternatives to Recruitment

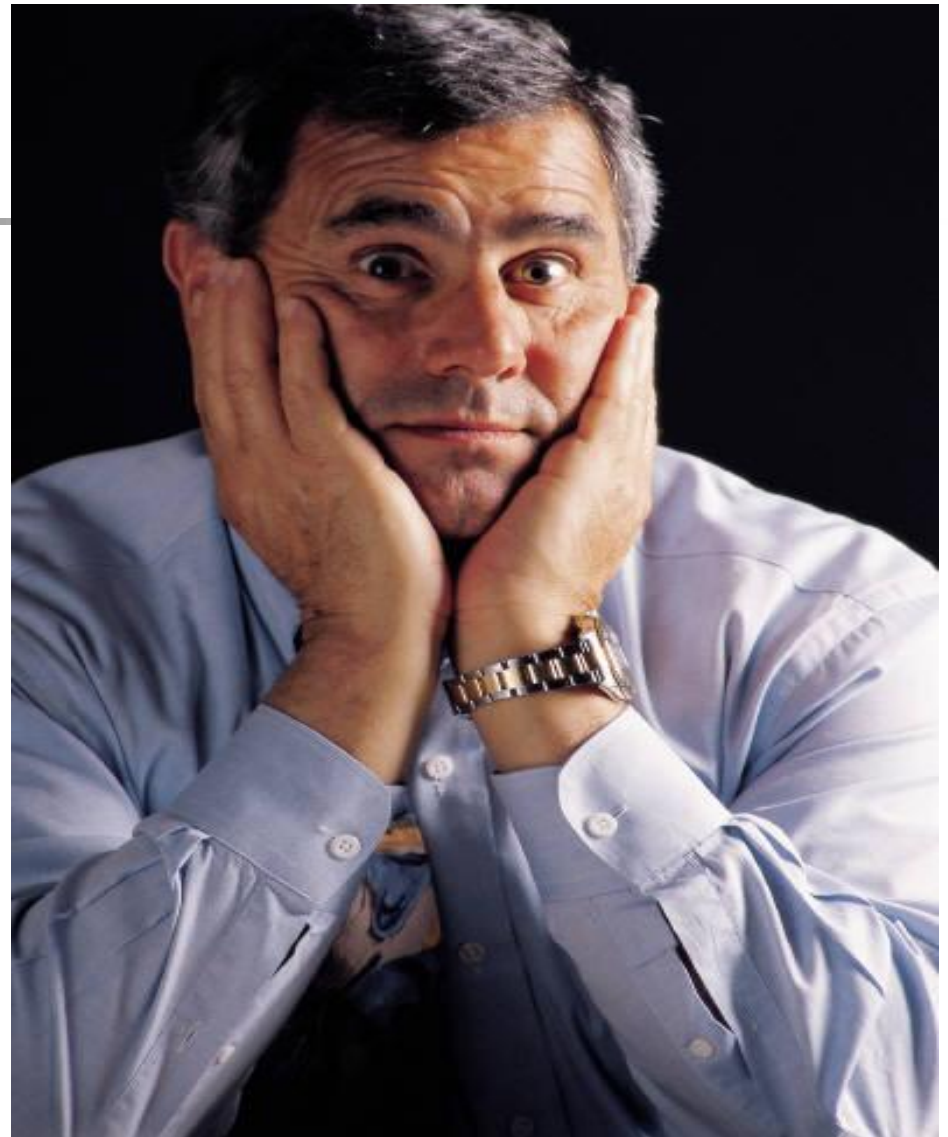
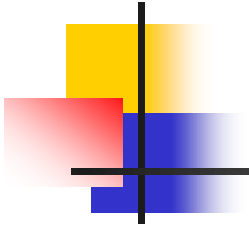
- Overtime
- Training programs
- Part-time employee
- Temporary employees
- Employee leasing
- Independent contractors
- Outsourcing

Types of Selection Methods

- Interviews (situational interview):
- References and biographical data
- Physical ability tests
- Cognitive ability tests
- Personality inventories
- Work samples
- Honesty tests and drug tests
- Trainability test

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