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Review source power man in the recruitment process at the Company

Sirly Qanita Nabilla ¹ , Parya Ningsih ² , Peling ³ , Sentot Imam Wahjono⁴

^{1,2,3,4} Management Department, Muhammadiyah University Surabaya

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Abstract

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Recruitment process with the selection process is one stage important in management source Power influential humans (HR). straight to ability organization For reach objective his business . this paper aim For dig role and impact recruitment with effective selection in increase performance and productivity organization.

Recruitment and selection is a process for company For look for candidates who have the same goal with company Good from internal as well as external company . Companies really need it recruitment and selection For fulfil need staffing organization. Through recruitment this, company hope can obtain source that power quality in accordance need company .

Writing This take notes importance plan succession and how recruitment with the selection process can used For identify and develop deep internal talent organization. Finally, we detail How recruitment connected with business goals and strategies organization , as well Why customized approach with need organization is key For success in recruitment . In research This can give valuable insight to HR professionals , leaders organizations , and interested readers For understand more Good How effective recruitment can help organization reach objective them .

✉ Authors

(*) Corresponding Author

E-mail:

sirlyqanita4@gmail.com¹ ,

E-ISSN: 3026-0965

paryaningsih332@gmail.com² , peeling2836@gmail.com³

sentotimamwahjono@um-surabaya.ac.id⁴

DOI :

INTRODUCTION

Management Human Resources required in something company or organization For increase efficiency. The goal is help reach objective organization in a way effective with manage source Power human (HR) with good . For reach objective the management source Power man study How company acquire, develop, evaluate, use, and maintain employees. In recent years, artisan entrepreneurship has attracted increasing attention in the entrepreneurship and management literature.(Hasanah et al., 2023).

Get or find worker skilled and qualified no easy. Organization and business have obligation For filter member or employee new. The current sources of competitive advantage are innovation and creativity. (Safrizal, 2023). Human Activity Recognition has been researched for the past few years. (Victoria, et al., 2022). Therefore that 's recruitment with the selection process required For filter candidate who wants apply. In organizations, recruitment is important process For decide is candidate will apply toorganization or no.

If company Already have description about results analysis work and design work in accordance with needs and goals company. Therefore it , become task department source Power human resources (HR) for fill in positions with source Power suitable and qualified human beings For position the through the recruitment process. Focus on technologies that enable MCS to be implemented in smart cities, such as task management, data collection, incentive systems, monitoring, and cost-saving tools. (Wildan et al., 2023). Carry out recruitment and selection is very important and crucial work so that need not quite enough high answer. It's quality indeed source Power humans will used something the company really depends on how procedurerecruitment and selection done.

Management source Power man must covers related activities. covers planning and analysis source Power man, opportunity equal employment, recruitment, development source Power people, compensation and benefits, health, safety and security, relationships work and labor (Mathis, Jackson, 2001: 12).

Success achieved something organization No free from role power it works. Success the No can achieved if the recruitment process power Work No done in accordance applicable standards. Previous research found that CSR can increase company value. (tarjo et al., 2022). Good and fulfilling workforce standard qualification only can obtained through effort good recruitment. Indonesia is a country that is rich in natural resources, human resources, and has land and seas that stretch geographically. (Wildan et al., 2021). Optimization of the supply chain network can be carried out with the aim of minimizing the distribution costs of agricultural commodities. (Marita et al., 2021) Source Power manis one assets and wheels tooth main in life every department in organization. Role man very important in determine success something organization in reach the goal.Apart from that , humans also influence develop or or not something organization.

Therefore that, organization must always try For attract, place and retain quality people in every occupation and field job to job can held with more maximum and successful.

who have impact straight to success organization. this paper aim For explore modern recruitment strategies that are relevant and effective in face change dynamic in the world of energy Work moment this. Economic growth is the process of increasing output per capita in the long term. (Wildan et al., 2020) We checked various aspect recruitment, incl planning recruitment, methods selection, role technology, and its importance policy diversity. Companies must ensure quality for sustainability. (Wildan, 2020) Purpose of writing paper This For discuss various problem recruitment power Work company which includes: objectives recruitment, methods recruitment, sources recruitment, recruitment processes, influencing factors recruitment and constraints in recruitment.

DISCUSSION

HUMAN RESOURCES RECRUITMENT

A. Recruitment and selection objectives.

Main goal of the recruitment and selection process is find the right person For something in positions certain so that somebody can Work optimally and capable stay with the company in the long term long . Although the goal heard Good simple, process it turns out to be very complicated, requires time which is quite long and costs a lot and is very open For do error in appoint the right person. Internal mistakes Choosing the right people will impact big on your Company or organization. No only because of the recruitment and selection process That Alone eat time, cost and effort, but also because accept people who are in the wrong position of influence performance, productivity and can damage Spirit Work employees of the person concerned and the people around him.

B. Recruitment Methods.

Mondy (2008) argues that method Internal recruitment is possible originate from reference employees, advertisements and applications work, meanwhile method recruitment external originate from advertising media, agents, stock market and internships. So method the promotion Can originate from inside and outside company, This For expand source acquisition candidate employee so that company own Lots choice.

Recruitment methods candidate employee new consists from :

1. Closed Method .

Closed method that is method informed recruitment to employee or certain people just. Employees company will recommend people closest to you or relatives they For Apply to available positions.

2. Open Method.

Open method that is method informed recruitment in a way wide with method install advertising, mass media, print media nor electronics so that spread in a way widespread to Society. Listen method This Many people hope know that currently needed power Work For fill in vacant position.

D. Source Recruitment.

Recruitment is an important process in draw, evaluate, and select suitable candidate For positions in the company. There is various channel or possible methods used by the company For do recruitment. Election channel The right recruitment really depends on needs company and type candidate who wants they Pull.

A sigi (survey) organized by the institution maker device HR software which also provides service service HR recruitment, Software Advise, discover proof that part large (97%) company representatives recruiter Still use recommendation employees (employee referrals)

1. Recommendation employees (employee referrals), applicants originate from recommendation employee so that Can confirmed that recommended applicants the has go through the selection process the beginning that has been carried out by employees, especially in the moral sector applicant have morals, blasphemy attitudes, and good traits that are not contradictory with culture company. Company stay test appropriateness technical, aside test his morality when felt by the giver recommendation hismorals doubtful.
2. Department or Employment Agencies (Traditional Job Boards or Employment Agencies), in Indonesia agents placement power Work played by the Manpower Department /Service which is periodically install announcement about exists vacancy Work from a number of company, unfortunately nuances bureaucratic Still thick so that For look after its administration just Already troublesome. Energy agent Work private Already start working matter this, however Because not enough get positive response from company searcher power Work so that private only working request power special work just with job requirements or qualification high position.
3. Opportunity page career company (company careers pages), lately This Lots companies and non-profit institutions have virtual page that can accessed via the internet. On that site the company also informed exists vacancy Work complete with the requirements and even forms are also available possible application downloaded and or direct filled in and sent back.
4. Social media (social media), social media generally available in cyberspace such as Facebook, Twitter and social media special For development career and recruitment power Work like LinkedIn including channel recruitment begins popular and projected will the more increasing over the years upcoming.
5. Recruitment track campus or source Power academic (campus recruiting or academic resources), institutions known education as producer employee potentially also often become jujugan companies looking for power Work with entrust announcement vacancy work. Expected with it was displayed news vacancy work on the board university announcement or Academy famous, earned candidates power Work with expected characteristics company.
6. Job fairs are media created by companies or combined company For recruiting employee with organize interactive events that bring together company recruiters who need it power Work with power necessary work job. Job fair usually held in places that provide it power necessary

work, foreexample at universities and in other places public.

Channel another deep hire survey above reported by 49% actually is channel recruitment power previous work often used, but in development final displaced by change technology and/ or pattern life modern humans today this. Channel other recruitment is as following.

1. Advertising (advertising), here it is channel frequent withdrawals used by the company Because felt relatively more objective. Company stay install ads on the appropriate media type, time, and column. In advertising This known want ad, which outlines with clear jobs offered, conditions, packages remuneration offered, and how convey application as well as advertising company. Also known as blind ad, usually identity advertising company hidden with only install a PO BOX or borrow post box provided company letter news as objective delivery letter application.
2. Union Hluruh (Labor Union), union good worker usually has a list of existing agents skills and expertise specifically that can be very useful for company, decoration registered names in union laborer certain has pass a selection process sufficient professionalism and morals tight.
3. Leasing effort (lening), special For fulfillment need power Work xiklis that doesn't continously company Can utilise service dispatcher power Work with system contract in accordance with forever need Company work with thereby No need Again think about allowance allowances, insurance, pension funds and mandatory facilities provided For employee blasa. Work work by contract or service cleaning (cleaning service) usually patterned with system this.
4. Nepotism (nepotism), withdrawal employee happens often past inside information, even neither does management know that most applicant is family employees. This thing Can understandable especially For interest recruitment based on trust Because in a way No applicants directly has guaranteed by his family who have become employees, This way Nosuitable For get employee with expertise and skills certain Because will Lots happen collision interests (conflict of interest).
5. Association professional (professional associations), various asosiasi such as KADIN, Ikatan Indonesian Accountants, Permanin, Association Indonesian craftsmen (Asepi), can works as source recruitment.
6. Military veterans (military veterans), esp for job posts that require proficiency security, like security guards and commanders, bodyguards, services escort money grabs like cisco, securicor, can utilize a placement agency power work carried out by units armed and military For distribution to veterans.
7. Walk in, applicants come Alone to something place provided by the company recruiter with prepare all needs application Work at a time Ready For carried out tests and tests. Acceptance results usually direct announced with hose time is not too long because usually official recruiter will move from One city to another city for do recruitment.

E. Recruitment Process.

Recruitment This is a process of seeking, finding, inviting and pointing a group of people from in or as employee from outside company with characteristic features special certain in personnel planning. Pool value individual obtained from the recruitment process to the selection process namely the process for determine which candidate is most valuable do tasks certain ones on hand

company, after planning and analysis personal classification position.

According to Simamora (1997), there is a number of recruitment process stage namely:

a) Preparation of recruitment strategies

Recruitment started when organization need it employee new For fill in existing vacancies. object The first thing that is necessary prepared For recruitment is determine what strategy will be used. These strategies include practice recruitment general such as: determining where, when, how recruiting, with method what, the amount will be accepted, the determination How many the costs and determine objective Work organization, etc. In this process personnel department wide responsible answer on almost the entire recruitment process.

b) Seeker applicants Work

When recruiting plans and strategies has arranged, then activity recruitment actually Already Can took place. For maximizing search applicant can involve methods recruitment that is with use method closed or open A organization. Open method done with method withdrawal informed in a way wide with install advertising in mass media, print nor electronically, so that it spreads wide to society. Whereas method closed done with method withdrawal only informed to employees or certain people who still There is connection with company just.

c) Elimination applicants who do not suitable

After applications For fill in vacancy work the accepted, then application the must be filtered To use set aside individuals who do not fulfil conditions. Reasons disqualification candidate applicant must be enter sense.

d) Rounding the Applicant Pool

Group applicant consists on individuals who have show interest in chase vacancy work and maybe is good candidate For occupy medium position empty. After accept request, the Company will processing information it and arrange it so that information the Ready For reviewed. According to Annissa Manytighosa (2023), there are several recruitment processes namely:

1. Analysis need position and position or registering data Company Position and Needs

Labor Stage beginning recruitment is register power necessary work moreover first. This data covers position, salary, urgency, or open recruitment requirements to company outside or mutation internal employees.

2. Manage the Recruitment Process or strategy

If results analysis has completed, then the next process in recruitment is arrange recruitment. HRD and team recruitment Can arrange want to announce information about vacancy work it anywhere. You need too determine channel recruitment like what.

3. Install Advertising and Distribution Information

After finished planned, then now it's time For execute. Generally, other employees will too help spread news this. You can promote vacancy information Work it on social media company, social media specifically locker info, and search platform Work safest in Indonesia like We Pass.

4. Application and Interview Process Work

Stage next in the recruitment process is application and interview work. Companies that do recruitment usually accept lots of emails or letter application after advertisement installed.

It's here the role of HRD and the team recruitment, that is process all incoming data. Recruitment team must understand with Good position and qualities required For procedure filtering. Assessed candidates fulfil condition will direct contacted through telephone or email to scheduled interview.

Which candidate is the most suitable For fill in position in the company will more clear moment interview. Applicants will explain about background background, qualifications, and information personal them. Skills communication candidate Can become component assessment.

Recruitment process can form interview telephone short followed by several interview directly, or can involve interview direct with HRD and responsible users answer over division or departments in need employee new.

At level this, usually candidate requested For finish test psychological test besides evaluation ability.

5. Selection of Prospective Employees

Stage furthermore in recruitment is decide which candidate is most suitable with qualification work and fulfill condition during the interview process. HR can inform every applicant For say accept love to interested candidates However Not yet escaped.

Then HR needs to contact return successful candidates For discuss negotiable salary, job description, and related issues with rights and obligations company as well as his employees until agreement Finally reached and contracted Work signed.

6. New Employee Onboarding

Employee onboarding new marking completion of the recruitment process. Usually this onboarding process started with introduction , walking around place Work For create the atmosphere is comfortable , and setting procedure Work in accordance with contract work.

F. Constraints Constraints Recruitment

Recruitment is an important process in management source Power man something company. Internal constraints recruitment can varies depending on the variety factors, incl size company, industry, and location geographic. Following a number of constraint general in recruitment:

- Limitations Budget: Sometimes, company own limited budget for the recruitment process. This can limit ability they For do effective recruitment, such as use service recruiter professional or do campaign extensive advertising.
- Intense Competition: In the power market competitive work, company often must compete with another competitor for interesting talent best. This thing

can create a recruitment process become more difficult.

- **Appropriate Qualifications and Experience:** Finding candidate who has appropriate qualifications and experience with position offered Can become challenge. Especially in industry in need skill specifically, looking for eligible candidates condition Can become difficult.
- **Time Required:** The recruitment process is time consuming time can bother operation daily company. If company need long time for fill in position empty, here Can bother productivity.
- **Interest Candidate:** Potential candidate Possible own Lots choice, and they can postpone decision they or accept offer from other companies. This can become constraint in secure talent best.
- **Filtering Candidate:** Accept Lots application from candidate worker Can become load, and filter most suitable candidate need time and resources significant power.
- **Change Policy Immigration:** If company depends on power Work from abroad, change in policy immigration can presenting constraint Serious in recruitment.
- **Difference Geographic:** If the company own locations spread across various place, manage recruitment For all location This Can become complex.
- **Regulations and Compliance:** Companies must obey various related regulations with recruitment, such as law employment, anti- discrimination regulations, and data privacy. This can complicate the recruitment process.
- **Change Technology:** Continuous technology develop influence method recruitment done. Companies must adapt with change this and maybe need investment in systems and devices soft recruitment.

In facing obstacles this, company must develop effective and ensuring recruitment strategies that the process in accordance with need business and culture company. Important For overcome obstacles This with a good recruitment strategy, clear communication with team recruitment, and adaptation to changes in the energy market work and technology.

G. Influencing Factors Recruitment.

Recruitment is the selection and recruitment process individual For fill in position or work in something organization or company. Many factors can influencing the recruitment process, and factors This can varies depending on policy and needs organization certain.

Following is a number of common factors _ influence recruitment:

1. **Need organization:** Need organization is factor main influence recruitment. If the organization need power Work addition For fill in position certain, then the recruitment process will started.
2. **Recruitment strategy:** Organization must determine appropriate recruitment strategies with goals and policies them. is they will recruiting internally (from existing employees there is) or external (candidate employee new).
3. **Budget:** Availability budget can also be done influence the recruitment process. Involving recruitment high costs, such as advertisements, tests, and interviews, require adequate funding allocation.
4. **Regulations and laws:** Policies and regulations that apply in the jurisdiction place organization operate can influence the recruitment process. For example, regulations about protection worker or discrimination must obeyed.
5. **Energy market competition employment:** The level of competition in the

labor market work also plays a role important. In the power market competitive work, organization Possible need do effort more big For interesting talent best.

6. Qualifications and skills: Related factors with qualifications and skills candidate employee is matter important. Organization must ensure that their candidate recruit own appropriate qualifications and skills with available positions.
7. Policy diversity: Encouraging organizations diversity in power Work they Possible own policy special For ensure inclusive and diverse recruitment.
8. Planning succession: Several organization have a planning program involving succession internal promotion and development existing employees For fill in position key to the future. This can influence recruitment For fill in abandoned position.
9. Reputation and image Company: Organizational image and reputation in the eyes candidate employees also play role in the recruitment process. Organization that owns reputation Good as place good work will more easy interesting talent.
10. Technology: Development technology, such as online recruitment platforms, can also influence method organization do recruitment.

Factors This together influence the recruitment process, and the organization need consider everything with Good For attract and employ appropriate individual with needs and goals them.

DISCUSSION

To achieve success in recruitment, organizations must adopt sustainable recruitment strategies that are aligned with their long-term goals. This process must be monitored continuously, adapted to changes in organizational and labor market needs, and leverage relevant technology and innovation.

CONCLUSION

In a company or institution, if you want quality and competent human resources, you need to carry out a recruitment process first. Recruitment is a process of looking for prospective employees, employees, workers, managers or new workers to meet the human resource needs of an organization or company.

Recruitment is an inseparable aspect of human resource management which has a central role in the growth and success of an organization. An effective recruitment process has the potential to change the face of a company, by bringing in talent that best fits the company's vision and needs. In this chapter, we have explored various aspects of recruitment, from goals and methods to obstacles and successful strategies.

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