

**ANALISIS PEREKRUTAN DAN SELEKSI CALON KARYAWAN BARU
PADA PT CATUR KENCANA MANAJEMEN YOGYAKARTA DITINJAU
DARI PERSEPSI KARYAWAN**

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Abstrak

Penelitian ini bertujuan untuk menganalisis perekrutan dan seleksi calon karyawan baru pada PT Catur Kencana Manajemen Yogyakarta ditinjau dari persepsi karyawan. Penelitian ini menggunakan metode deskriptif kuantitatif. Data primer bersumber dari hasil kuesioner persepsi karyawan. Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan teknik sensus sejumlah 40 responden. Berdasarkan hasil penelitian secara keseluruhan, variabel perekrutan memiliki rata-rata hitung sebesar 3,74 yang termasuk kategori tinggi, variabel seleksi memiliki rata-rata hitung sebesar 4,38 yang termasuk kategori sangat tinggi. Berdasarkan indikator dasar perekrutan memiliki rata-rata hitung sebesar 4,03 termasuk dalam kategori tinggi. Berdasarkan indikator sumber perekrutan internal memiliki rata-rata hitung sebesar 3,98 yang termasuk kategori tinggi. Berdasarkan indikator sumber perekrutan eksternal memiliki rata-rata hitung sebesar 3,60 yang termasuk kategori tinggi. Berdasarkan indikator metode perekrutan tertutup memiliki rata-rata hitung sebesar 2,83 yang termasuk kategori netral. Berdasarkan indikator metode perekrutan terbuka memiliki rata-rata hitung sebesar 3,98 yang termasuk kategori tinggi. Berdasarkan indikator pengisian formulir lamaran memiliki rata-rata hitung 4,08 yang termasuk kategori tinggi. Berdasarkan indikator wawancara memiliki rata-rata hitung sebesar 4,45 yang termasuk kategori sangat tinggi. Berdasarkan indikator tes seleksi memiliki rata-rata hitung sebesar 4,43 yang termasuk kategori sangat tinggi. Berdasarkan indikator pemeriksaan referensi latar belakang memiliki rata-rata hitung sebesar 4,25 yang termasuk kategori sangat tinggi. Berdasarkan indikator tes fisik memiliki rata-rata hitung sebesar 4,38 yang termasuk kategori sangat tinggi.

Kata Kunci: *Perekrutan dan Seleksi*

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**ANALYSIS OF RECRUITMENT AND SELECTION OF PROSPECTIVE
EMPLOYEES AT PT CATUR KENCANA MANAJEMEN YOGYAKARTA
VIEWED FROM EMPLOYEE PERCEPTION**

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Abstract

This study aims to analyze the recruitment and selection of new prospective employees at PT Catur Kencana Manajemen Yogyakarta in terms of employee perceptions. This study uses a quantitative descriptive method. Primary data comes from the results of employee perception questionnaires. The sampling technique used in this study used a census technique with a total of 40 respondents. Based on the results of the study as a whole, the recruitment variable has a calculated average of 3.74 which is included in the high category, the selection variable has a calculated average of 4.38 which is included in the very high category. Based on the basic indicators of recruitment, it has an average count of 4.03, which is included in the high category. Based on the internal recruitment source indicator, it has an average count of 3.98 which is included in the high category. Based on the external recruitment source indicator, it has an average count of 3.60 which is included in the high category. Based on the closed recruitment method indicator, it has an average count of 2.83 which is included in the neutral category. Based on the indicators of the open recruitment method, it has an average count of 3.98 which is in the high category. Based on the indicator for filling out the application form, it has an average count of 4.08 which is in the high category. Based on the interview indicators, it has an average count of 4.45 which is in the very high category. Based on the selection test indicators, it has an average count of 4.43 which is in the very high category. Based on the background reference check indicator, it has an average count of 4.25 which is in the very high category. Based on the physical test indicators, it has an average count of 4.38 which is in the very high category.

Keyword: *Recruitment and Selection*