

# ANALISIS PROSES REKRUTMEN KARYAWAN DI PT SENDOK SUMPIT GROUP YOGYAKARTA

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## Abstrak

Penelitian ini bertujuan untuk menganalisis proses rekrutmen karyawan di PT Sendok Sumpit Group Yogyakarta. Penelitian ini menggunakan metode deskriptif kuantitatif. Populasi dalam penelitian ini berjumlah 186 orang. Data primer bersumber dari hasil kuesioner persepsi karyawan. Sampel yang digunakan telah ditetapkan oleh perusahaan sebanyak 120 responden dan dikuatkan dengan wawancara pihak HRD. Berdasarkan hasil penelitian secara keseluruhan variabel rekrutmen memiliki rata-rata hitung sebesar 2,52 yang termasuk kategori sesuai. Berdasarkan indikator Dasar Perekrutan memiliki rata-rata hitung sebesar 2,39 termasuk kategori tidak sesuai. Sumber Internal memiliki rata-rata hitung sebesar 2,35 termasuk kategori tidak sesuai. Sumber Eksternal memiliki rata-rata hitung sebesar 2,53 termasuk kategori sesuai. Metode Tertutup memiliki rata-rata hitung sebesar 2,53 termasuk kategori sesuai. Metode Terbuka memiliki rata-rata hitung sebesar 2,72 termasuk kategori sesuai. Proses Perekrutan memiliki rata-rata hitung sebesar 2,77 termasuk kategori sesuai. Hasil Perekrutan memiliki rata-rata hitung sebesar 2,39 termasuk kategori tidak sesuai.

**Kata Kunci:** *Rekrutmen, Karyawan, PT Sendok Sumpit Group Yogyakarta.*

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**ANALYSIS OF EMPLOYEE RECRUITMENT PROCESS AT PT SENDOK  
SUMPIT GROUP YOGYAKARTA**

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***Abstract***

*This study aims to analyze the employee recruitment process in PT Spoon Chopstick Group Yogyakarta. This study uses a quantitative descriptive method. The population in this study amounted to 186 people. Primary data comes from the results of employee perception questionnaires. The sample used was determined by the company as many as 120 respondents and was corroborated by interviews with HRD. Based on the results of the study as a whole, the recruitment variable has an average count of 2.52 which is included in the appropriate category. Based on the Basic Recruitment indicator, it has an average count of 2.39 which is included in the inappropriate category. Internal sources have an average count of 2.35 which is included in the inappropriate category. External sources have an average count of 2.53 which is included in the appropriate category. The Closed Method has an average count of 2.53 which is included in the appropriate category. The Open Method has an average count of 2.72 which is included in the appropriate category. The Recruitment Process has an average count of 2.77 which is included in the appropriate category. Recruitment results have an average count of 2.39 which is included in the inappropriate category.*

***Keywords:*** *Recruitmen, Employees, PT Sendok Sumpit Group Yogyakarta*