ANALISIS REKRUTMEN KARYAWAN PT VALDO SUMBER DAYA MANDIRI YOGYAKARTA

Anggi Suwendi Karo-Karo

Abstrak

Penelitian ini di lakukan di PT Valdo Sumber Daya Mandiri Yogyakarta. Tujuan dari penelitian ini adalah untuk menganalisis Rekrutmen Karyawan di PT Valdo Sumber Daya Mandiri Yogyakarta. Rekrutmen memiliki lima indikator yaitu rencana suksesi, job posting, perbantuan pekerja, keluarga pekerja, promosi dan pemindahan. Penelitian ini merupakan penelitian kuantitatif dengan data primer dan kuesioner yang di sebar kepada karyawan PT Valdo Sumber Daya Mandiri Yogyakarta penelitian sebanyak 35 orang. Analisis data ini menggunakan uji validitas, uji reliabilitas dan mean aritmatika. Hasil penelitian menunjukkan bahwa analisis rekrutmen karyawan sudah maksimal. Berdasarkan perhitungan mean aritmatika tingkat rekrutmen karyawan di PT Valdo Sumber Daya Mandiri Yogyakarta secara keseluruhan menunjukkan bahwa nilai rata-rata mean aritmatika sebesar 3,13 yang termasuk dalam kategori setuju. Pada variabel rencana suksesi nilai rata-rata mean aritmatika sebesar 3,20, pada variabel job posting nilai rata-rata mean aritmatika sebesar 3,30, pada variabel perbantuan pekerja nilai rata-rata mean aritmatika sebesar 3,07, pada variabel keluarga pekerja nilai rata-rata mean aritmatika sebesar 2,94, serta pada variabel promosi dan pemindahan nilai rata-rata mean aritmatika sebesar 3,15.

Kata Kunci : *Rekrutmen, Karyawan, Sumber Daya Manusia*

EMPLOYEE RECRUITMENT ANALYSIS OF PT VALDO SUMBER DAYA MANDIRI YOGYAKARTA

Anggi Suwendi Karo-Karo

Abstract

This research was conducted at PT Valdo Sumber Daya Mandiri Yogyakarta. The purpose of this research is to analyze the Recruitment of Employees at PT Valdo Sumber Daya Mandiri Yogyakarta. Recruitment has five indicators, namely succession planning, job posting, worker assistance, worker's family, promotion and transfer. This research is a quantitative research with primary data and questionnaires distributed to PT Valdo Sumber Daya Mandiri Yogyakarta employees as many as 35 people. This data analysis uses validity test, reliability test and arithmetic mean. The results of the study show that the analysis of employee recruitment is maximized. Based on the calculation of the arithmetic mean rate of employee recruitment at PT Valdo Sumber Daya Mandiri Yogyakarta as a whole, it shows that the arithmetic mean average value is 3,13 which is included in the agree category. In the succession plan variable the arithmetic mean average value is 3,20, in the job posting variable the arithmetic mean average value is 3,30, in the employee assistance variable the arithmetic mean average value is 3,07, in the worker's family variable the value the arithmetic mean average is 2,94, and in the promotion and transfer variables the arithmetic mean average is 3,15.

Keywords: *Recruitment, Employees, Human Resources*