

ANALISIS KEBIJAKAN REKRUTMEN DAN SELEKSI TERHADAP KUALITAS SDM PDAM TIRTA BINANGUN KABUPATEN KULON PROGO

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Abstrak

Penelitian ini dilakukan di Perusahaan Daerah Air Minum Tirta Binangun Kabupaten Kulon Progo. Tujuan dari penelitian ini adalah untuk menganalisis proses rekrutmen dan seleksi terhadap sumber daya manusia (SDM) di PDAM Tirta Binangun Kabupaten Kulon Progo. Rekrutmen dan seleksi merupakan tahap krusial dalam manajemen SDM yang mempengaruhi kualitas dan kinerja organisasi. Dengan menggunakan pendekatan kualitatif, penelitian ini mengidentifikasi prosedur, strategi, serta tantangan yang dihadapi dalam menarik dan memilih calon karyawan yang sesuai dengan kebutuhan PDAM. Data diperoleh melalui wawancara mendalam dengan pihak terkait di PDAM Tirta Binangun, serta analisis dokumen terkait proses rekrutmen dan seleksi yang telah dilaksanakan. Hasil penelitian menunjukkan bahwa meskipun prosedur rekrutmen dan seleksi sudah mengikuti standar yang berlaku, terdapat beberapa kendala, seperti terbatasnya jumlah anggaran untuk pelatihan dan pengembangan serta kurangnya inovasi dalam metode seleksi yang digunakan. Penelitian ini merekomendasikan beberapa perbaikan, antara lain peningkatan promosi lowongan pekerjaan dan pemanfaatan teknologi dalam proses seleksi untuk meningkatkan kualitas SDM yang direkrut.

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

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***ANALYSIS OF RECRUITMENT AND SELECTION POLICIES ON THE
QUALITY OF HUMAN RESOURCES AT PDAM TIRTA BINANGUN
KULON PROGO DISTRICT***

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Abstract

This research was conducted at the Tirta Binangun Regional Drinking Water Company in Kulon Progo Regency. The aim was to analyze the recruitment and selection processes for human resources (HR) at PDAM Tirta Binangun. Recruitment and selection are critical stages in HR management that significantly impact the quality and performance of the organization. Utilizing a qualitative approach, this study identifies the procedures, strategies, and challenges encountered in attracting and selecting prospective employees who meet the needs of PDAM. Data were obtained through in-depth interviews with relevant parties at PDAM Tirta Binangun, as well as an analysis of documents related to the recruitment and selection process that had been implemented. The research results indicate that, although recruitment and selection procedures adhere to applicable standards, several obstacles remain, including a limited budget for training and development, as well as a lack of innovation in the selection methods employed. This research recommends several improvements, including enhancing the promotion of job vacancies and utilizing technology in the selection process to improve the quality of recruited human resources.

Keywords: *Recruitment, Selection, Human Resources*

