**PENERAPAN PROSES REKRUTMEN DAN SELEKSI PT ENTREPOT SOLUSI DIGITAL (JNT) JANTI YOGYAKARTA**

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# Abstrak

Penelitian ini bertujuan untuk mengetahui penerapan proses rekrutmen dan seleksi PT Entrepot Solusi Digital (JNT) Janti Yogyakarta.Penelitian ini menggunakan metode deskriptif kualitatif. Data primer didapat dari hasil observasi dan wawancara terstruktur. Teknik pengambilan sampel menggunakan *purposive* *sampling* dengan pertimbangan manajer sebagai perencana, pelaksana dan penanggung jawab rekrutmen dan seleksi. Sumber rekrutmen internal sumbernya dari mutasi sedangkan sumber eksternal dari referensi karyawan, media sosial instagram, whatssapp dan program magang, Metode rekrutmen yang diterapkan adalah metode tertutup ketika membutuhkan karyawan tetapi menghemat waktu dan biaya, sedangkan metode terbuka ketika membutuhkan karyawan dalam jumlah banyak dan meningkatkan kesempatan mendapatkan karyawan yang berpotensi.

**Kata Kunci:** *Rekrutmen, Seleksi.*



***IMPLEMENTATION OF THE RECRUITMENT AND SELECTION PROCESS OF PT ENTREPOT SOLUSI DIGITAL (JNT) JANTI YOGYAKARTA***

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# *Abstract*

*This study aims to determine the application of the recruitment and selection process of Entrepot Solusi Digital Inc. (JNT) Janti Yogyakarta. This research uses a qualitative descriptive method. Primary data obtained from observations and structured interviews. The sampling technique used purposive sampling with consideration of the manager as a planner, implementer and the person in charge of recruitment and selection. The source of recruitment depends on the company's needs, for internal sources the source is from mutation while external sources are employee references, Instagram and WhatsApp social media and internship programs. The recruitment method applied is a closed method when it requires employees, but saves time and costs, while the open method when needed a large number of employees and increase the chance of getting potential employees.*

***Keyword****: Recruitment, Selection.*