

ABSTRAK

Tugas akhir ini mengambil judul “Proses Rekrutmen Karyawan PT. MGM Motor Finance”. Tujuan dari tugas akhir ini untuk mengetahui bagaimana pelaksanaan proses rekrutmen yang berlaku di perusahaan PT. MGM Motor Finance Bandung, hambatan yang terjadi, dan solusi dari perusahaan untuk mengatasi hambatan tersebut, dengan menggunakan metode penelitian kualitatif deskriptif.

PT. MGM Motor Finance adalah perusahaan yang bergerak dibidang pembiayaan dan jasa, beroperasi sejak tahun 1995 mengalami *turnover* karyawan yang sangat tinggi melebihi rata-rata *turnover* yang terjadi pada perusahaan perabangan umumnya, 80% *turnover* karyawan disebabkan oleh *bad hiring dicision*, maka dari itu peneliti merasa perlu diadakannya penelitian terkait rekrutmen karyawan di PT. MGM Motor Finance.

Dari hasil penelitian, PT. MGM Motor Finance sudah melaksanakan proses rekrutmen dengan menggunakan metode-metode pada proses rekrutmen dengan baik. Perencanaan SDM menggunakan model *manson haire*, sumber informasi rekrutmen *internal* diutamakan sebelum sumber *external*, pendekatan seleksi menggunakan 2 metode apabila pelamar jumlahnya banyak maka menggunakan *successive hurdles selection approach* apabila pelamar hanya sedikit menggunakan *compensatory selection approach*.

Adapun hambatan pada saat rekrutmen citra organisasi; kurangnya pelamar yang berkualitas tertarik pada info lowongan, persyaratan pekerja; calon merasa tidak cocok dengan gaji yang disanggupi oleh perusahaan. Hambatan penyeleksi; proses seleksi wawancara oleh departemen terkait penilaian tidak secara objektif. Hambatan seleksi yaitu, Persepsi tentang seleksi; terdapat perbedaan pendapat pewawancara dari departemen terkait dengan departemen HRD, Hasil seleksi versus pembiayaan; biaya yang disanggupi oleh PT.MGM untuk proses rekrutmen tergolong minim, Kejujuran pelamar; kandidat ada yang tidak serius dalam melakukan berbagai test wawancara dan tidak sungguh-sungguh dalam mengerjakan soal psikotes.

Kata kunci : Rekrutmen Karyawan

ABSTRACT

This final project takes the title "Employee Recruitment Process PT.MGM Motor Finance". The purpose of this final project is to find out how to carry out the recruitment process that applies in the company PT.MGM Motor Finance Bandung, obstacles that occur, and solutions from companies to overcome these obstacles using descriptive qualitative research methods.

PT.MGM Motor Finance is a company engaged in financing and services operating since 1995 experiencing very high employee turnover exceeding the average turnover that occurs in general trading companies, 80% Employee turnover is caused by bad hiring decision therefore the researchers feel the need for research related to employee recruitment at PT.MGM Motor Finance.

From the results of the study, PT. MGM Motor Finance has carried out the recruitment process using methods in the recruitment process properly. HRD planning uses the manson haire model, internal recruitment information sources prioritized before external sources, the selection approach uses 2 methods if the number of applicants is large, using successive hurdles selection approach if applicants only use a compensatory selection approach.

As for obstacles when recruiting organizational image; lack of qualified applicants interested in vacancies info, worker requirements; candidates feel that they don't match the salary that the company is willing to pay. Barrier selectors; the interview selection process by the department related to the assessment is not objective. Selection constraints are, Perception about selection; there are differences in opinion of the interviewer from the department related to the HRD department, Selection results versus financing; the costs agreed by PT. MGM for the recruitment process are minimal, Honesty of applicants; here are candidates who are not serious in conducting various interview tests and are not really serious in doing psychological test questions.

Key : Employee Recruitment