

ABSTRACT

Pradana Putra Dandy, 2015 THESIS “Recruitment, Selection And Placement Process for New
Employess In PT. Jasa Raharja Malang”.

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Keywords : Recruitment, Selection and Company Performance.

This research is based on the importance process of recruitment, selection and placement for new employees. The aim of this research is to find out the implementation of the process towards the organization performance in PT Jasa Raharja Malang. This research uses qualitative data analysis and descriptive methodology. The data obtained is analyzed and compared with the theories and later evaluated. The data analysis process is done by studying, reducing, displaying and then clarifying the it.

The result is the recruitment system by PT Jasa Raharja Malang is done by giving announcement through media and they accept the applicants forms manually. PT Jasa Raharja Malang does the selection step by step. This system has weakness that is time gap. It is not explained how long it will take for the selection process. The new employees are placed based on their specialty to get the best performance in the company. However, for old employees the promotion is not explained in details.

It is strongly suggested that the company makes online job vacancy on the Internet to make it more efficient. The selection system should be done in steps and in a more structured, scheduled and efficient way. The “the right person in the right job” principal will be done easier if the recruitment and selection process provide competent employees. Employees performance evaluation should be done to the whole employees in PT Jasa Raharja Malang both for permanent employees and contract employees.