

## **ABSTRAK**

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Recruitment, Selection and Employment At BMT UGT Sidogiri

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Human resource management is the systems within organization to ensure the use of human talent effectively and efficiently to achieve organizational goals. Therefore the implementation of the recruitment, selection, and placement of workers is of great importance in BMT-UGT Pasuruan which is one of the Islamic cooperative institutions which is pasuruan highly developed in the improvement efforts. The purpose of this study is to determine the implementation of the recruitment, selection and placement of workers in the BMT-UGT Sidogiri Pasuruan.

The research includes descriptive qualitative research methods. Qualitative research is research that aims at understanding the phenomenon of what is experienced by study subjects

The results showed that the implementation of recruitment, selection and placement of workers in cooperatives BMT-UGT Sidogiri Pasuruan higher priority boarding school alumni sidogiri is because of the principle of BMT-UGT is honest and trustworthy. BMT-UGT began labor recruitment procedures in the administration must attach the following: cover letter, copy of ID card, family card, biodata, SKCK, last diploma, color photo. For this selection process includes: the selection and administration, written tests, psychological tests, interviews, announcement of selection results. Employment then depends on the ability of labor in accordance with the standards required by the BMT-UGT Sidogiri Pasuruan.

