

## ABSTRACT

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Advisor : Prof. DR. H. Muhammad Djakfar, SH., M.Ag

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In the developing era, humans have more important position. Man is an important component in a company. Recruitment is a process of getting a number of qualified labor candidates for a position or main job (line product and its supporting task) within an organization or company. It means that recruitment is the first step in seeking and obtaining employees.

The purposes of this research are 1) to determine the recruitment system applied in recruiting outsourcing labors of Malang Mall Olympic Garden and 2) to determine the recruitment process applied in recruiting the outsourcing labors of Malang Mall Olympic Garden. Some varieties of methods that can be employed in the recruitment are the internal and external recruitment sources of the company. The internal recruitment source of the company is the human resources who are accepted from the company or institution itself. Whereas, the process of obtaining labors from the labor market outside the organization or company is included as the external recruitment source.

To get a clear overview about the research object, this research uses qualitative data. The data collections techniques employed are interviews and observations in which all information and data obtained, both primary and secondary data, are described. This research also provides a clear description of the recruitment system analysis applied in the recruitment of the outsourcing labors of Malang Mall Olympic Garden.

The results show that the recruitment held in Mall Olympic Garden Malang uses the maryt system which means that an employee is appointed by considering one's skills, talent, experience, and health as required and written in the outlined criteria.