

ABSTRACT

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OVERVIEW OF THE WORK OF EMPLOYEE RECRUITMENT STAFF AT PT BIOSPHERE INDONESIA COSMETICS

The recruitment process is a very important process for companies. Having human resources that suit the needs is the key to success for the company. This is because there needs to be a fit between employees and company culture, even if the company has several group companies whose recruitment process is carried out by the same division. In an effort to optimize human resources, Universitas Pembangunan Jaya implements internship as one of the prerequisites for graduation for all its students. Practicum does internship as a recruitment specialist at PT Biosphere Indonesia Cosmetics. Kerja Profesi (KP) assists practitioners in applying several theories that have been studied previously such as conducting interviews and observations, administering the implementation of psychological tests, scoring psychological tests, reporting psychological test results and also conducting psychoeducation. The implementation of internship is certainly inseparable from several obstacles faced by practitioners during internship at PT Biosphere Indonesia Cosmetics, these obstacles can be overcome and become suggestions for PT Biosphere Indonesia Cosmetics, the Psychology Study Program of Universitas Pembangunan Jaya and students who want to do internship.

Keywords : Human Resources, Specialist Recruitment, Makloon Cosmetic