

ABSTRACT

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OVERVIEW OF THE WORK OF HR RECRUITMENT STAFF AT PT MUTUALPLUS GLOBAL RESOURCES

The productivity of Human Resources (HR) in Indonesia is still low and has difficulty being improved. The inhibiting factor in increasing HR productivity is the lack of individual skills due to low levels of education. In the industrial world, quality HR is a pillar for companies to maintain competitiveness and achieve long-term growth. Effective HR management practices begin with an efficient recruitment stage. Currently, many companies often find it difficult to find and recruit qualified candidates according to their needs. One of the alternatives in recruitment that can be considered if there are obstacles is to use an outsourcing service system. In an effort to address the phenomenon that occurred, Universitas Pembangunan Jaya (UPJ) implemented the Internship Program as a prerequisite course for graduation for each student. The Internship Program provides an opportunity for interns to apply the material that has been learned during the lecture process related to the intern's duties as HR Recruitment Staff, such as carrying out the administration of psychological test tools, scoring, observation, conducting interviews, offering candidates, to carrying out candidate administrative matters. This Internship Program also provides practical experience to plunge directly into the realm of industrial and organizational psychology.

Keywords: HR Recruitment Staff; Low HR Productivity; Outsourcing Services