Implementation of Recruitment and Selection in Meeting Work Partners at CBS Seruyan Regency

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Article Info

ABSTRACT

Human resources are a crucial element that serves as the foundational capital in the development and operation of a company. Therefore, the company needs to carry out the recruitment and selection process to meet its workforce needs. This research aims to understand the implementation of recruitment and selection in fulfilling partnerships at BPS Seruyan. The method applied uses a qualitative approach with a case study design. Data collection techniques involve interviews, observations, and document studies. Data analysis is carried out through several stages, namely data reduction, data presentation, and conclusion drawing with data verification. The data verification process is conducted through source observation and theory. The research results include the creation of a detailed plan or diagram that outlines the recruitment procedures and helps promote the position through social media. In addition, a special form has been created for partners to provide feedback on potential business partners who are in the selection stage. In short, the implementation of these steps makes the recruitment and selection process of partners in the company more focused, efficient, and effective.

ABSTRAK

Sumber daya manusia adalah elemen krusial yang menjadi modal dasar dalam pembangunan dan operasional perusahaan. Oleh karena itu, perusahaan perlu melaksanakan proses perekrutan dan seleksi untuk memenuhi kebutuhan tenaga kerja. Penelitian ini bertujuan untuk mengetahui implementasi rekrutmen dan seleksi dalam memenuhi mitra kerja di BPS Seruyan. Metode yang diterapkan menggunakan pendekatan kualitatif dengan desain studi kasus. Teknik pengumpulan data melibatkan wawancara, observasi, dan studi dokumentasi. Analisis data dilakukan melalui beberapa tahap, yaitu reduksi data, penyajian data, dan penarikan kesimpulan dengan verifikasi data. Proses pengecekan data dilakukan melalui observasi sumber dan teori. Hasil penelitian meliputi pembuatan rencana atau diagram terperinci yang menjelaskan prosedur rekrutmen serta membantu mempromosikan posisi melalui media sosial. Selain itu, formulir khusus dibuat untuk digunakan oleh mitra untuk memberikan umpan balik tentang calon mitra kerja yang sedang dalam tahap seleksi. Singkatnya, penerapan langkah-langkah ini membuat proses rekrutmen dan seleksi mitra kerja di perusahaan lebih terarah, efisien, dan efektif.

INTRODUCTION

Human resources are closely related to employees who have specific goals within an organization. Therefore, human resources must possess high competencies and performance for the organization to progress. Employee recruitment is one important aspect of human resource management. This is done with the aim of increasing the number of employees in work units that require a lot of activities (Sinambela, 2021). Human resources are closely related to employees who have specific goals within an organization. Therefore, human resources must possess high competencies and performance for the organization to progress. Employee recruitment is one important aspect of human resource management. This is done with the aim of increasing the number of employees in work units that require a lot of activities (Rohida, 2018; Yuliana & Rahayu, 2022).

Recruitment is one of the efforts made by companies to acquire high-quality employees. In reality, the employee recruitment process aims to achieve several objectives, such as acquiring potential workforce, attracting qualified candidates, establishing minimum standards for applicants, and fulfilling recruitment requirements. A complex process is required to receive and select employees. In addition, the Central Bureau of Statistics must be careful in selecting the right partner workers. The Central Bureau of Statistics may encounter problems if the reception and selection process does not run smoothly (Nuraini et al., 2023; Kurnia, 2021).

In accordance with Law Number 16 of 1997 on Statistics and Government Regulation Number 51 of 1999 on the Organization of Statistics, the Central Bureau of Statistics (CBS) provides data and information and serves as the coordinator of statistical activities. In addition, the BPS coordinates and collaborates with government agencies, research institutions, and community groups at both the central and regional levels to carry out statistical activities. The CBS is directly responsible to the President as a non-departmental government agency. Based on Law Number 6 of 1960 concerning the Census and Law Number 7 of 1960 concerning Statistics, BPS was previously known as the Central Bureau of Statistics. Law Number 16 of 1997 concerning Statistics, along with applicable related regulations, changed the name of the Central Bureau of Statistics to the Central Statistics Agency.

Census workers, or CSA partners, play a crucial role in every activity of CBS. Even with adequate facilities and sufficient funding, the census activities at CBS will not be completed on time without the involvement of reliable partners. The role of partners is very important and must be attended to with all their needs. Mitra will resolve the dispute (Sari & Aziz, 2016). High-quality partners are increasingly influential in various environmental dynamics due to the demands of the CBS to obtain accurate data and maintain data accuracy (Yumhi, 2020). The importance of the census is based on the central government's need to create accurate policies and reduce information gaps. In other words, the census is an important step that must be taken before the implementation of policies at both the central and local levels. Therefore, to conduct a census every year, the Central Bureau Statistics of Seruyan City (CBS Seruyan Regency) needs census partners. The success of the census greatly depends on how the recruitment and selection process is carried out. The

recruitment and selection process is a human resource management method that focuses on the abilities possessed by applicants for the position (Brockner, 2006).

Recruitment plays a crucial role in finding quality candidates for the Central Bureau Statistics. If recruitment is not carried out to the fullest, the success and speed of data collection activities at the CBS may be affected and become less effective. Wallstreet Institute implements a recruitment method through its website to facilitate potential partners in accessing information. After the recruitment stage is complete, the next step, which is also very important, is the training process (Noor et al., 2020).

Partner training is very important as a response to the developments in the business world in the current era of globalization. To enhance partners' skills in carrying out specific tasks, training is necessary. Furthermore, training is an important aspect of human resource management, although the decision on whether an organization wants to develop talent internally or acquire talent instantly depends on the policies of each organization. Some organizations, for example, conduct training immediately after the selection process if they plan to develop new talent (Rai et al., 2015). Effective recruitment will provide job opportunities to individuals who possess the abilities and skills that match the job specifications (Noviyanto & Simammora, 2023; Schermerhorn et al., 2010).

The external obstacles faced by the Central Bureau Statistics of Seruyan Regency include the limited number of applicants who meet the qualifications or competencies set by the organization. As a result, the recruitment team at the Central Bureau Statistics of Seruyan Regency, particularly in the personnel sector, is facing difficulties in finding partners that truly meet the qualification standards and organizational needs. Another issue includes the intervention from a local Community Organization (CO) that requests for its members to be employed as officers across all sub-districts in Lebak Regency. In addition, there are still applicants with educational backgrounds that do not match the required job fields, which is caused by the low level of knowledge and skills of human resources, as well as the applicants' lack of understanding of the needs of the institutions (Utamy et al., 2020; Yumhi, 2020) .

The number of accepted candidates is a metric for the success of partner recruitment. Nevertheless, many applicants do not meet the agency's requirements. Because many application documents did not meet the requirements, the recruitment committee had to spend a long time selecting them. The administrative tests and interviews that need to be conducted also lead to cost wastage. In terms of labor, many parties are involved in the recruitment process, which involves various parts of the organization. As a result, the partner recruitment process is less effective (Yumhi, 2020).

The success of an organization depends on the application of the principle "The right person in the right position at the right time." One of the most effective evaluation methods to support selection is through a competency-based employee selection process. Recruitment followed by selection is a crucial stage in achieving those expectations, emphasizing the importance of two-way communication. The findings of this issue indicate that the goals of employee recruitment and selection have not been sufficiently achieved. The main goal of this process is to find competent employees for specific positions so that they can maximize their performance and remain in the business for a long time. Thus, the research titled "Implementation of the Recruitment and

Selection Process in Meeting Partners at the Seruyan Regency CBS" incorporates important ideas. about the procedures for recruiting and selecting workforce.

METHODS

In this study, a qualitative descriptive research method was used. An inductive approach is generally applied in qualitative research to build knowledge and generate meaning (Leavy, 2017). The qualitative approach is carried out using methods such as interviews, observations, and document research. The author positions the recruitment and selection process as the foundation for the research analysis, considering the research questions and objectives. This is based on the premise that this method allows researchers to effectively examine and identify issues. The method of conducting interviews According to Thalib (2022), an interview is a type of interaction where the interviewer obtains information from the respondent. Here, the researchers are interviewing key informants. The second method is by observing. Direct observation of something can be defined as observation (Huberman, 2014), which means that the researcher undertakes an internship at the company to gather the data and information they need. Finally, the information and data obtained from observations and interviews are supplemented with documentation studies(Thalib, 2022).

RESULTS AND DISCUSSION

To meet the statistical needs of partners at the Seruyan Regency CBS, several policies can be implemented in the recruitment process. Two approaches used are the closed method and the open method. The closed method is applied to specific positions or areas, where statistical partners are selected from an existing database. The selection criteria include prior experience in censuses or surveys, or specific recommendations from the sub-district/village as requested by CBS. If the partners' needs have not been met, especially during the open recruitment for the SP2020 activities, the committee will confirm the recommended candidates to verify their qualifications and readiness to participate. The stored data includes the partner's name, place and date of birth, gender, latest educational background, contact phone number, personal photo, ID card, and residential address of the partner. The existence of a partner database is expected to provide a complete record of partner participation in CBS activities. The main function of this database is to create an organized database to facilitate the management and monitoring of partners involved in statistical activities.

Unlike in previous years, the Central Statistics Agency has changed its management of partner work. In 2023, the Central Statistics Agency conducted an open recruitment for statistical partners intended for various survey activities in 2024. The work partner is intended for field activities and processing activities. Only the names that pass the selection will be offered the opportunity to participate in the field activities and processing.

Table 1. Number of Male and Female Registrants Based on Highest Education Level

Registrar	Higher Education						
	SD	SMP	SMA	D1-D3	D4/S1	S2	S3
Male	-	1	54	6	49	1	-
Female	-	-	89	17	71	-	-
Amount	-	1	143	23	120	1	-

Table 2. Number of Male and Female Registrants Based on Age Range

Registrar	Age Range (tahun)			
	18-25	26-35	36-45	>45
Male	32	54	23	2
Female	69	80	26	2
Amount	101	134	49	4

Table 3. Number of Male and Female Registrants Based on Experience in Census/Survey Activities

Registrar	Participation in Census/Survey					
	Population Census	Agricultural Census	Economic Census	Susenas	Sakernas	SBH
Male	44	55	27	22	27	4
Female	56	78	38	32	37	4
Amount	100	131	65	60	64	8

Table 4. Number of Male and Female Registrants Based on Employment Status

Registrar	Employment Status	
	Employed	Unemployed
Male	58	53
Female	76	101
Amount	134	154

The open method is applied to provide opportunities for all interested parties by meeting the criteria set through an open recruitment process. The goal of this approach is to obtain new statistical work partners with better quality. By using an open method, the Seruyan Regency BPS can reach potential partners from various backgrounds and expand participation in BPS activities. This allows BPS to assess the qualifications of partners that are suitable for the statistical activities it conducts. The results of the data collection and analysis, as shown in the following table, depict information regarding the number of applicants who meet the requirements to become a statistical work partner. It can be observed that there are more female applicants compared to male applicants. In terms of education level, high school graduates dominate the pool. The age group of 26 to 35 is still considered productive in the workforce. Meanwhile, the category of experience in census and surveys is relatively low, indicating that many are still unfamiliar with data collection activities. Additionally, there are 134 individuals working in various sectors, some of whom are employed on a contractual or private basis.

Table 5. Number of Participants Passing Selection Male and Female Based on Highest Education Level

Registrar	Higher Education						
	SD	SMP	SMA	D1-D3	D4/S1	S2	S3
Male	-	1	48	5	37	1	-
Female	-	-	79	16	60	-	-
Amount	-	1	127	21	97	1	-

Table 6. Number of Participants Passing Selection by Gender and Age Range

Registrar	Age Range (tahun)			
	18-25	26-35	36-45	>45
Male	26	46	18	2
Female	59	74	20	2
Amount	85	120	38	4

Table 7. Number of Participants Passing Selection Male and Female Based on Experience in Census/Survey Activities

Registrar	Participation in Census/Survey					
	Population Census	Agricultural Census	Economic Census	Susenas	Sakernas	SBH
Male	38	48	21	19	25	2
Female	52	75	34	36	37	4
Amount	90	123	55	55	62	6

Table 8. Number of Participants Passing Selection for Males and Females Based on Employment Status

Registrar	Employment Status	
	Employed	Unemployed
Male	49	43
Female	62	93
Amount	111	136

The results of the table indicate a priority based on the experience of participation in the census and the main capital survey, which has the highest point, followed by the complete fulfillment of other requirements. The purpose of recruiting work partners for the Central Statistics Agency of Seruyan Regency is to seek workforce as census officers in the Field Data Collection Officer (PPL) and Field Inspector Officer (PPL) roles. The benefit of this recruitment is to ensure that the BPS has reliable work partners who meet the qualifications set by the BPS. The Central Statistics Agency often collaborates with partners in field activities and the processing of censuses and surveys, where these activities are part of a unified effort within the work contract.

Table 9. Conclusion of the Results on Recruitment and Selection Interviews at the CBS of Seruyan Regency.

Interview
Source person :Adiv Fahrur Anova
Place   : BPS Office of Seruyan Regency

Informant Name	Question	Answer
Adiv Fahrur Anova	When is recruitment and selection planning planned?	Recruitment and selection planning is planned after instructions from the central BPS. In meeting the needs of statistical partners using open recruitment and closed recruitment methods. Closed recruitment is

Informant Name	Question	Answer
		usually carried out for small-scale survey activities, you could say sample data collection and usually the names have been entered in the database. While open recruitment is held when many partners are needed, such as when the BPS census requires more than 100 districts.
Adiv Anova **Fahrur**	Do all applicants meet the qualifications desired by BPS Seruyan?	From the results of open recruitment, some are qualified and some are not qualified.
Adiv Anova **Fahrur**	What recruitment sources are used?	External sources, namely by announcing open recruitment through online mass media such as WhatsApp, Instagram, and Facebook to attract potential partners.
Adiv Anova **Fahrur**	What stages does BPS implement in the recruitment process?	1. Register independently online at the link provided by BPS Seruyan. 2. Announcement of prospective work partners who passed the file selection. 3. The names of those who are declared to have passed must take an online written test and an interview at the BPS office or at the domicile of each sub-district. 4. Announcement of passing as a BPS Seruyan partner. 5. Conduct a health test at the local hospital or community health center (if needed)
Adiv Anova **Fahrur**	What obstacles are often encountered in the recruitment process?	1. In some areas, internet signals are difficult to access, resulting in a significant shortage of work partners in some areas. 2. Many applicants do not meet the qualifications desired by BPS. 3. Reflecting on the previous open recruitment census, there were several partners who did not complete their contracts according to the time targeted by BPS. 4. New partners usually produce work that is simply finished and lacking in quality. 5. The targeted deadline, in areas with poor signal, can only meet the required number of partners. 6. Lack of interest in becoming a working partner of BPS Seruyan Regency in

Informant Name		Question	Answer
			areas that are relatively remote, such as in the Hulu region.
Adiv Anova	**Fahrur**	What stages are implemented in the selection process?	1. Administrative selection, when registering prospective work partners must complete the requested requirements. 2. written test, to find out the prospective work partners' insight into the job they are applying for 3. Interviews, ensuring potential work partners are willing to participate in the census until completion 4. Health test, this is mandatory if necessary
Adiv Anova	**Fahrur**	What challenges are often encountered in the selection process?	There are two mechanisms used during testing, namely Offline and Online. 1. Offline, where you have to make a schedule that shows the day/date, name of the applicant and time so that there are no piles or queues when the test takes place. 2. Online, providing announcements of test schedules so that prospective work partners can condition the place with a good signal.
Adiv Anova	**Fahrur**	How effective has the selection process been so far?	The challenges in the selection process can be overcome, and so far it has proven to be a very effective procedure. For better results, only minor adjustments are needed. adjustments 1. In terms of time frame, the schedule of activities that has been set is appropriate. 2. The objective of recruitment with the requested target number of work partners has been met.

The CBS of Seruyan Regency has a recruitment strategy that combines both closed and open techniques, depending on the interview results. With the closed technique, those who have been partners for a long time or who have taken part in activities before are chosen for recruiting. In the meanwhile, the open approach is implemented by posting job openings on social media sites like Facebook (FB), Instagram (IG), and WhatsApp (WA). Additionally, information is shared through personal WA with established partners.

The recruitment implementation at CBS Seruyan Regency is proceeding well and in accordance with the procedures established by the organizing committee. The recruitment process includes the dissemination of information about open recruitment online, which includes the necessary qualifications. Although there are signal issues in some areas, this problem can be resolved by coordinating with long-time partners in the regions experiencing signal disruptions. The challenges faced during the recruitment process at the Central Statistics Agency of Seruyan Regency included signal issues in several areas; however, this could be resolved through coordination with long-standing partners in regions with signal problems.

The implementation of the selection process at CBS Seruyan Regency is carried out in accordance with the procedures established by the recruitment committee for statistical partners. The selection process involves several procedures, such as administrative selection, written tests, interviews, and health examinations (at least a rapid test) at the local health center in each sub-district.

The written test and interview are conducted using two methods, namely offline and online, depending on the regions designated by the recruitment committee for statistical partners. This selection process is crucial to ensure that prospective statistical partners meet the established qualifications and standards. During the implementation of the selection process, several obstacles arose, particularly during the offline tests in two districts: Seruyan Hilir and Seruyan Hilir Timur. The test schedule must be carefully arranged and strictly followed by participants in accordance with health protocols. The challenge arose due to the large number of participants in Seruyan Regency, which affected the arrival schedule of prospective partners.

In addition, challenges were also faced during the online test, particularly related to signal issues. The vast area of the sub-district and the widespread distribution of villages caused signal difficulties in several locations. This forces the committee to add an extra day to the established schedule. Nevertheless, the selection process that has taken place is considered quite effective, and the existing obstacles can be overcome with minor improvements for more optimal results.

CONCLUSION

Based on the results of the study on the implementation of recruitment and selection of work partners at CBS Seruyan Regency, it can be concluded that the effectiveness of the recruitment and selection process was achieved by using both approaches, namely open and closed methods. This process includes the stages of planning, open recruitment and selection, and the appointment of administrators, all of which ran smoothly. The role of the committee in the implementation of recruitment and selection at CBS Seruyan Regency has proven effective in adjusting the schedule that has been set and working productively according to the existing workload. The results of the implementation of recruitment and selection of work partners at BPS Seruyan Regency have met expectations, with a good level of satisfaction.

However, there were several inhibiting factors in its implementation, such as time constraints, signal constraints in some areas, and difficulty in finding partners in some locations. Despite facing various obstacles, with the support of various parties such as the implementation of registration services via WhatsApp by the committee in each sub-district, good coordination with the sub-district, village, and old partners, and the availability of a database, the selection process ran smoothly. Thus, despite facing various obstacles, the various efforts that have been made can support the increase in the effectiveness of recruitment and selection of partners at CBS Seruyan Regency.

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