

THE IMPACT OF THE USE OF AN EMPLOYEE RECRUITMENT SYSTEM ON FILLING POSITIONS AT THE NIAS CLASS B SEARCH AND RESCUE OFFICE

By

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ABSTRACT

This study aims to determine the effect of the use of an employee recruitment system on filling positions at the Nias Class B Search and Rescue Office. Problems arise because the recruitment process has not fully produced employees who meet the physical requirements, knowledge, and technical skills, thus impacting the effectiveness of filling positions. The research method used is quantitative with simple linear regression analysis using the SPSS version 26 program. The study population was employees of the Nias Class B Search and Rescue Office with 33 respondents. The results showed that the recruitment system had a positive and significant effect on filling positions. The t-test produced a t-value of 4.402 greater than t-table 1.696, with a significance value of $0.000 < 0.05$. The correlation coefficient value of 0.620 indicates a strong relationship between recruitment variables and filling positions. The coefficient of determination (R^2) of 0.385 indicates that 38.5% of the variation in filling positions is influenced by the recruitment system, while the remaining 61.5% is influenced by other factors outside the study. In conclusion, the use of a selective, objective, and needs-based recruitment system plays an important role in ensuring the appropriate filling of positions in the Nias Class B Search and Rescue Office.

Keywords: Use of Recruitment System, Filling of Positions.

PENGARUH PENGGUNAAN SISTEM PEREKRUTAN PEGAWAI TERHADAP PENGISIAN JABATAN DI KANTOR PENCARIAN DAN PERTOLONGAN KELAS B NIAS

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh penggunaan sistem perekrutan pegawai terhadap pengisian jabatan pada Kantor Pencarian dan Pertolongan Kelas B Nias. Permasalahan muncul karena proses perekrutan belum sepenuhnya menghasilkan pegawai yang sesuai dengan tuntutan fisik, pengetahuan, dan keterampilan teknis, sehingga berdampak pada efektivitas pengisian jabatan. Metode penelitian yang digunakan adalah kuantitatif dengan analisis regresi linier sederhana menggunakan bantuan program SPSS versi 26. Populasi penelitian adalah pegawai Kantor Pencarian dan Pertolongan Kelas B Nias dengan jumlah responden 33 orang. Hasil penelitian menunjukkan bahwa sistem perekrutan berpengaruh positif dan signifikan terhadap pengisian jabatan. Uji t menghasilkan nilai thitung sebesar 4,402 lebih besar dari ttabel 1,696, dengan nilai signifikansi $0,000 < 0,05$. Nilai koefisien korelasi sebesar 0,620 menunjukkan hubungan yang kuat antara variabel perekrutan dan pengisian jabatan. Koefisien determinasi (R^2) sebesar 0,385 mengindikasikan bahwa 38,5% variasi pengisian jabatan dipengaruhi oleh sistem perekrutan, sedangkan sisanya 61,5% dipengaruhi oleh faktor lain di luar penelitian. Kesimpulannya, penggunaan sistem perekrutan yang selektif, objektif,

dan sesuai kebutuhan berperan penting dalam memastikan pengisian jabatan yang tepat di Kantor Pencarian dan Pertolongan Kelas B Nias.

Kata Kunci: *Penggunaan Sistem Perekrutan, Pengisian Jabatan.*

INTRODUCTION

Employee recruitment, or recruitment, is the process of recruiting new workers by an organization or agency to fill specific job requirements. This process generally includes administrative selection, aptitude tests, psychological tests, interviews, and the selection of selected candidates. Systematic recruitment plays a crucial role in obtaining qualified human resources that meet the organization's needs. In the context of human resource management, an organization's success is greatly influenced by the quality of its employees. Competent, productive, and highly integrated employees can only be achieved through an effective recruitment system aligned with organizational goals. Akbar (in Purba, 2021) states that there is a close relationship between workforce planning and recruitment decisions, where recruitment objectives must be aligned with job demands, workload, working hours, and required qualifications.

A recruitment system serves not only as a means of acquiring new employees but also as a selection mechanism to determine the most suitable individuals to fill specific positions. Tsauri (2023) emphasized that recruitment aims to attract potential candidates who meet competency standards so that organizations can select the best employees. Therefore, the quality of the recruitment system will directly impact the effectiveness of job filling. In government agencies, the employee recruitment system is formally regulated through various laws and regulations, including Law No. 5 of 2014 concerning the State Civil Apparatus and Government Regulation No. 11 of 2017 concerning Civil Service Management. These regulations emphasize that the recruitment and position filling process must be carried out objectively, transparently, and accountably to prevent irregularities and ensure the professionalism of state officials.

The Nias Class B Search and Rescue Office, as a Technical Implementation Unit of the National Search and Rescue Agency (Basarnas), has distinct work characteristics compared to other government agencies. Employees are required not only to possess administrative competence, but also to possess physical and mental readiness and technical skills in search and rescue activities. This requires a selective recruitment system to ensure that employees are truly qualified for the position. Based on initial observations, several issues were identified, including

the continued lack of understanding of job requirements and responsibilities among prospective employees, as well as a mismatch between employee competencies and the positions they fill. This highlights the importance of evaluating the recruitment system in place, particularly as it relates to filling positions.

Therefore, this study aims to analyze the influence of the use of employee recruitment systems on filling positions at the Nias Class B Search and Rescue Office, in order to provide theoretical and practical contributions to the development of human resource management in government agencies.

LITERATURE REVIEW

Employee Recruitment

Recruitment is a strategic process in human resource management aimed at attracting and recruiting qualified candidates to fill specific positions within an organization. Mathis and Jackson (in Hermaddin, 2019) define recruitment as the procedure for developing a pool of qualified candidates for a position. This process serves as the initial stage before selection and job placement. Hasibuan (2020) states that recruitment is the effort to find and attract applicants to apply for available positions after conducting a job analysis. This job analysis produces job descriptions and job specifications, which serve as the basis for determining the qualifications of prospective employees. Rivai (2021) emphasizes that recruitment begins when an organization needs workers and ends when a sufficient number of qualified applicants are found.

Based on these opinions, it can be concluded that recruitment is the main foundation in obtaining quality human resources, because the quality of the recruitment process will influence the success of the organization in achieving its goals.

Recruitment Objectives

The primary goal of recruitment is to obtain competent employees who meet the organization's needs. Hasibuan (2020) suggests that recruitment serves several purposes, including serving as an instrument of social justice, increasing organizational productivity, and responding to changes in policy and environmental conditions. Appropriate recruitment enables organizations to obtain employees capable of performing effectively and efficiently in accordance with job requirements.

Recruitment Systems and Methods

Purnaya (2022) classifies recruitment into two main sources: internal recruitment and external

recruitment. Internal recruitment utilizes existing human resources within the organization, such as through promotions or transfers. This method offers advantages in terms of cost and time efficiency, but has the potential to limit the influx of new ideas and innovation. In contrast, external recruitment aims to attract potential employees from outside the organization through mass media, educational institutions, employment agencies, and technology-based recruitment (e-recruitment). While more costly, this method offers a greater opportunity to attract candidates with new competencies and perspectives.

Filling of Positions

Job filling is the process of placing employees in positions that align with their qualifications and competencies. According to the Great Dictionary of the Indonesian Language (2019), a position is defined as a job or task related to position and rank within an organization. Mathis and Jackson (2020) explain that job placement is the process of matching an individual's abilities with the demands of the job. Gaol (2019) states that job filling is the initial arrangement for newly recruited employees to ensure they are able to perform their roles optimally. Therefore, job filling focuses not only on filling vacant positions but also on the fit between the individual and the position.

Objectives and Functions of Filling Positions

The primary goal of filling positions is to place the right person in the right position (the right person in the right place). Siagian (2021) emphasizes that filling positions must be based on workload analysis and job analysis to ensure the organization has the right number and quality of employees to meet its needs. Hasibuan (2020) explains that the job-filling function encompasses procurement, recruitment, selection, placement, and even termination of employees. Mistakes in this process can impact low organizational performance and inefficiency in human resource management.

Relationship between Recruitment and Job Filling

Recruitment and job filling are two interrelated processes. Recruitment is the initial stage in providing qualified candidates, while job filling determines the employee's suitability for the available position. Hasibuan (2020) emphasized that selection and placement must be based on job requirements, not solely on the individual availability. With a good recruitment system, organizations will have a greater opportunity to place employees according to their competencies, education, skills, interests, and work experience. Therefore, the quality of the recruitment system

is believed to influence the effectiveness of filling positions within the organization.

RESEARCH METHODS

This study uses a quantitative approach to examine the effect of the employee recruitment system on position filling at the Nias Class B Search and Rescue Office. Quantitative research was chosen because it can explain the relationship between variables through statistical analysis based on numerical data (Moleong, 2020). The type of research used is associative quantitative research, namely research that aims to determine the relationship and influence between independent and dependent variables. The independent variable in this study is the employee recruitment system, while the dependent variable is job filling (Benu, 2019).

The population in this study was all employees within the Nias Class B Search and Rescue Office who had participated in the recruitment process. Because the population size was less than 100 people, the sampling technique used was saturated sampling, where the entire population was used as a sample of 33 respondents (Arikunto, 2019). Research data was collected through a questionnaire designed using a Likert scale with four response alternatives: strongly agree, agree, disagree, and strongly disagree (Sugiyono, 2020). Furthermore, supporting data was obtained through observation and documentation studies related to the recruitment and job filling system at the research institution (Hasan, 2019).

Data analysis was carried out with the help of IBM SPSS software version 26. The analysis stages included instrument validity and reliability tests, correlation tests, coefficient of determination, data normality tests, and hypothesis testing using the t-test to determine the effect of the employee recruitment system on job filling (Ghozali, 2021). This method is used to ensure that research results are objective, measurable, and scientifically accountable.

RESULTS AND DISCUSSION

Research result

This study aims to determine the effect of the use of an employee recruitment system on filling positions at the Nias Class B Search and Rescue Office. Data were obtained from 33 respondents through a questionnaire that was tested for validity and reliability using IBM SPSS version 26 software. The validity test results show that all statement items in the employee recruitment and position filling system variable have a calculated r value greater than the table r, so all instruments

are declared valid. Furthermore, the reliability test using the Cronbach Alpha method shows an alpha value greater than 0.60, which means the research instrument is reliable and suitable for use in measurement. The Kolmogorov–Smirnov test for data normality showed a significance value greater than 0.05, indicating that the research data were normally distributed. With the normality assumption met, parametric statistical analysis could proceed.

The results of the correlation analysis indicate a positive relationship between the employee recruitment system and job filling. The correlation coefficient is in the moderately strong category, indicating that the better the recruitment system implemented, the more appropriate the job filling process. Furthermore, the results of the hypothesis test using the t-test show that the calculated t-value is greater than the t-table. Thus, the alternative hypothesis (H_a) is accepted and the null hypothesis (H_0) is rejected. This proves that The employee recruitment system has a significant influence on filling positions at the Nias Class B Search and Rescue Office.

Discussion

The research results show that the employee recruitment system plays a crucial role in determining the effectiveness of job filling. This finding aligns with the concept of human resource management, which emphasizes that recruitment is the initial stage in providing human resources that meet an organization's needs. The recruitment system implemented at the Nias Class B Search and Rescue Office takes into account recruitment sources, procedures, and methods. However, research shows that challenges remain, particularly in ensuring that all prospective employees understand the workload, responsibilities, and job characteristics before being placed. This situation has implications for the mismatch between individual competencies and the position they hold.

Appropriately filling positions requires a match between an employee's education, skills, interests, and work experience and the job's requirements. This study's findings reinforce the view that errors in the recruitment system will result in suboptimal job filling, which can ultimately impact organizational performance. The findings of this study also support Hasibuan's (2020) opinion, which states that filling positions must be based on the principle of "the right man in the right place." Objective, transparent, and selective recruitment will produce employees capable of carrying out their duties effectively, particularly in organizations with high-risk work characteristics such as the Search and Rescue Office. Thus, a good employee recruitment system not only functions as a mechanism for accepting new employees, but also as a determining factor

in the success of filling positions and improving the overall performance of the organization.

CONCLUSION

Based on the research results and discussions that have been conducted, it can be concluded that the use of an employee recruitment system has a significant effect on filling positions at the Nias Class B Search and Rescue Office. This is proven by the results of statistical tests that show a calculated t value greater than the t table, so the alternative hypothesis (H_a) is accepted. A recruitment system, encompassing recruitment sources, procedures, and methods, plays a crucial role in determining the accuracy of job filling. Planned and selective recruitment can produce employees whose education, skills, interests, and work experience align with job requirements. Therefore, the quality of the recruitment system is a key factor in supporting the effectiveness of human resource management within the Nias Class B Search and Rescue Office.

In filling positions, agencies need to place more emphasis on the principle of suitability between employee competencies and job demands in order to increase work effectiveness and minimize placement mismatches.

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