

ABSTRAK

Zai, Mesra Meiwati Zai. 2025. Analisis Proses Rekrutmen Dan Seleksi Karyawan di Kantor BPS Kabupaten Nias. Skripsi. Dosen Pembimbing Delipiter Lase, S.E., M.Pd.

Penelitian ini menunjukkan bahwa Kantor BPS Kabupaten Nias telah melakukan proses rekrutmen dan seleksi karyawan di Kantor BPS Kabupaten Nias telah dirancang secara sistematis dan bertahap. Proses dimulai dengan perencanaan kebutuhan SDM, pengumuman lowongan kerja yang dilakukan melalui berbagai saluran, seperti website resmi BPS dan media sosial (misalnya halaman Facebook), dan tahapan – tahapan seleksi yang telah diterapkan yaitu Seleksi Administrasi, Seleksi Kompetensi dan Seleksi Akhir.

Dengan demikian, proses rekrutmen dan seleksi di BPS Kabupaten Nias menunjukkan adanya perencanaan yang matang dan tahapan pelaksanaan yang sistematis, sehingga diharapkan dapat menghasilkan calon karyawan yang berkualitas dan sesuai dengan kebutuhan organisasi.

Namun, terdapat pula beberapa kendala yang dihadapi dalam proses rekrutmen dan seleksi di Kantor BPS Kabupaten Nias, seperti pelamar mengalami kesulitan teknis, seperti kesalahan pada aplikasi atau gangguan akses pada manajemen situs web mitra. Hal ini terutama terjadi pada minggu-minggu awal pendaftaran, yang berdampak pada kurang optimalnya proses pendaftaran. Selanjutnya, banyak calon pelamar yang kurang memahami persyaratan administrasi yang ditetapkan sehingga berkas yang diunggah tidak lengkap atau tidak jelas (misalnya foto dokumen yang kurang jelas). Proses penyaringan awal yang belum optimal menyebabkan masih banyaknya pelamar yang tidak memenuhi kualifikasi. Terdapat kesenjangan antara kualifikasi yang dibutuhkan dengan kemampuan dan keterampilan yang dimiliki oleh pelamar, yang membuat tim seleksi harus bekerja ekstra untuk menyaring kandidat yang benar-benar memenuhi kriteria.

Kata Kunci: Rekrutmen, Seleksi

ABSTRACT

Zai, Mesra Meiwati Zai. 2025. Analysis of Employee Recruitment and Selection Process at the Nias Regency BPS Office. Thesis. Supervisor Delipiter Lase, S.E., M.Pd.

This study shows that the Nias Regency BPS Office has carried out the employee recruitment and selection process at the Nias Regency BPS Office which has been designed systematically and in stages. The process begins with planning HR needs, job vacancy announcements made through various channels, such as the official BPS website and social media (eg Facebook pages), and the selection stages that have been implemented, namely Administrative Selection, Competency Selection and Final Selection.

Thus, the recruitment and selection process at the Nias Regency BPS shows that there is careful planning and systematic implementation stages, so that it is expected to produce qualified prospective employees who are in accordance with the needs of the organization. However, there are also several obstacles faced in the recruitment and selection process at the Nias Regency BPS Office, such as applicants experiencing technical difficulties, such as errors in the application or disruption of access to the partner website management. This is especially true in the early weeks of registration, which results in a less than optimal registration process. Furthermore, many prospective applicants do not understand the administrative requirements set so that the uploaded files are incomplete or unclear (for example, unclear document photos). The initial screening process is not optimal, resulting in many applicants who do not meet the qualifications. There is a gap between the qualifications required and the abilities and skills possessed by the applicant, which requires the selection team to work extra hard to filter candidates who truly meet the criteria.

Keywords: Recruitment, Selection