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**Stakeholder Analysis Document**

An employer must hire someone because the organization really needs human resources to help or support so that the organization performs well or better than before.

The problems:

1. Limited budget due to Economic fluctuations
2. Retention of knowledge gets challenging due to the quick advancements in technology.
3. Different values, expectations, and work styles between Gen Z and employers.

The goal is how to make a harmonious relationship between employer and Gen Z/fresher.

Many stakeholders are involved in the process of hiring Gen Z. Here are the stakeholders:

1. The direct user is someone who informs the higher-level person that they need more human resources, is involved in interviews, and will directly monitor Gen Z.
2. Budgeting or Finance manager, who make sure there is a budget to hire new staff.
3. President or vice president who give the permission to hire new staff.
4. Human Resources Department (HRD) manager who receives the task of hiring new staff after getting permission from the president or vice president
5. HRD staff subdivision recruitment, someone who announces looking for the staff, does selection administration until the first interview and the second interview is with the user and/or manager division.
6. HRD staff subdivision training, create good training after Gen-Z passes the interview and signs the working agreement. Good training means making sure that Gen Z will get appropriate knowledge about the company's work culture, additional skills such as SAP, Microsoft Azure, and SQL, company organization, good business communication, and ethics, and company regulation.
7. The human development division at Gen Z’s University evaluates fresh graduates and analyzes the type of skills and qualities that companies expect from them
8. Outsource professional trainers, if within budget, are responsible for training new staff to meet company expectations or to develop new staff’s skills with different matters from HRD staff subdivision training.

Due to a lot of costs that have already been spent by employer to train Gen Z/fresher, it must be 2 years or 3 years work contract agreement (depending on Finance and Accounting calculation), if not there will be a punishment to pay more to the company from fresher or Gen Z.

Benefit:

The performance of the company runs well and the target is achieved.

There are mutual values, expectations, and work styles so Gen Z doesn’t resign within 1 year

The Fresher or Gen Z gets more skills from training understanding the flow of the company and having a good resume in the future.