Yoga Studio Recruitment

A. Overview

A yoga studio is a place that provides yoga class services with a focus on strength, flexibility and breathing to improve physical and mental health. Apart from providing class services, the Yoga studio also opens up job opportunities for every applicant who wants to become a trainer. Therefore, Yoga Studio has a recruitment system that is used in the applicant recruitment process. This hiring process attracts young Daun who are interested in yoga, thereby attracting their intention to take classes or become trainers.

Yoga studio has a system for conducting recruitment for their studio. They provide a Human Resource who is responsible for the process of hiring workers and creating yoga classes. So if you use the old system, the recruitment process will take longer because all processes are still done manually. For this reason, it is really necessary to develop the existing system with the aim of reducing the effective use of time in carrying out the process of recruiting new workers.

1. Current System

Yoga Studio Recruitment is a system used by Yoga Studio to carry out the process of recruiting new workers who will be accepted as yoga trainers. This system only has one person responsible for each recruitment process in the studio. Human Resources will start the recruitment process by getting hiring information, then spreading the hiring information to their social media. Human Resources will receive an application letter from each applicant and conduct a screening to determine whether the applicant is suitable for the position currently needed. If they are suitable for the position required, Human Resources will make an interview schedule for applicants who match the required qualifications, but if they are not suitable, Human Resources will send an email stating rejection for applicants who do not meet the required qualifications. After the schedule process is complete, the interview process will continue with the interview process to find suitable applicants for the required positions. Once it has been obtained, Human Resources will provide a job offer to applicants who are accepted and will sign a job contract if the applicant agrees to the job offer given.

For applicants, when they get the information, the process that will be carried out is to submit an application letter and wait for the announcement of acceptance or rejection via email. If the applicant has qualifications that are suitable for the position required, the recruitment process will continue with a first interview, but if the applicant is not suitable, they will receive an email in the form of a rejection sent by Human Resources. The next process is to carry out the first interview process and continue with the second interview if the applicant successfully passes the first interview. Then, applicants will receive a job offer as an offer while working. And if the applicant agrees, they will continue with the contract signing process which indicates
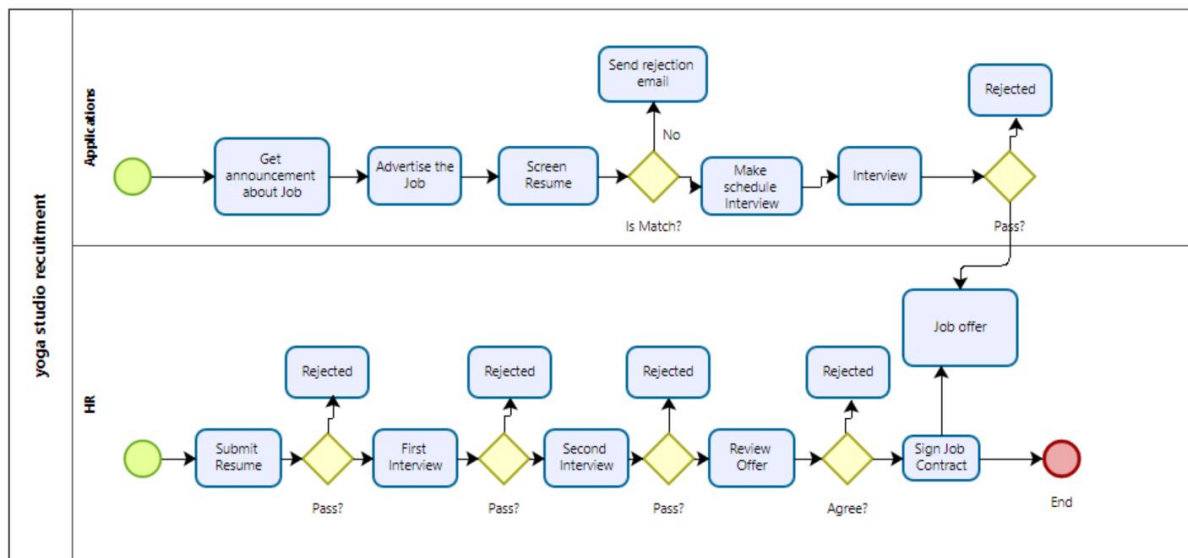
the recruitment process is complete.

Figure 1. Current System Yoga Studio Recruitment

2. Target Sytem

Yoga Studio Recruitment is a system used by Yoga Studio to carry out the process of recruiting new workers who will be accepted as yoga trainers. In the previous system there was a problem that made the recruitment process take a long time, because there was only one person in charge so it took time one by one to carry out data screening, information processing and the interview process.

Therefore, for the Yoga Studio Recruitment system, a system will be added that will help with the resume screening process and interview process. This Hiring System aims to help HR in the process of providing information and online tests quickly. This helps human resources in determining the interview stage process because Human Resources no longer has to manually screen each resume received.

2.1. Business processes from the Hiring system Function

This Hiring system business process aims to facilitate the process of selecting new applicants' resumes so that the process becomes easier. The first process starts with Human Resources who obtain information related to opening job applications. After that, continue by creating advertisements or notifications via social media, then creating an online exam. After the online exam is created, the system will receive the information, then publish the online exam and save the score. And finally, Human Resources gets test scores from the applicant.
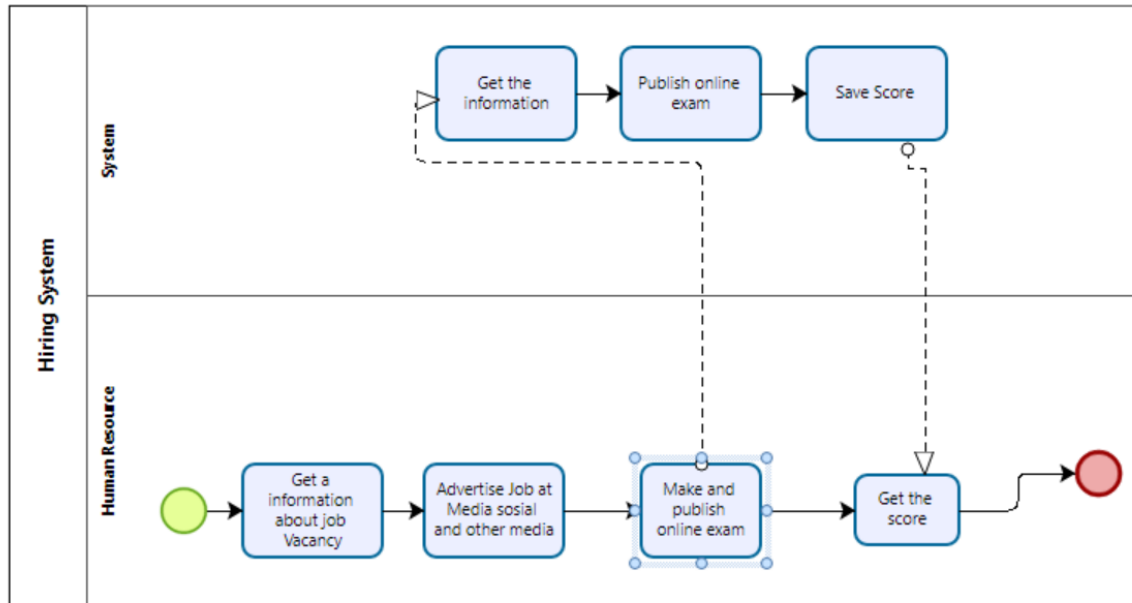
Figure 2. BPMN Hiring System

2.2. Yoga Studio Recruitment with Hiring system

In this new system, Yoga Studio Recruitment has used a Hiring system which helps human resources in screening resumes. The screening process which was previously carried out manually has been changed to an online exam so that human resources only see the applicant's final score. After that, we will make an interview schedule for applicants who pass the online exam and will send an email containing information about applicants who do not pass. Once the schedule has been determined, the interview process will continue. If the interview process is successful, human resources will provide a job offer to the prospective employee and if they are willing, they will continue with signing an employment contract.

For applicants, after the resume has been successfully submitted, the applicant will continue with the online exam process provided by Yoga Studio and take the exam to get a good score. If you succeed in getting a good score, you will continue with the first interview, but if not, the applicant will receive an email notification containing a rejection. After the first interview process is successful, then proceed with the second interview. If successful, human resources will provide a job offer which will be reviewed and if agreed, the contract will be signed. And the process ends.
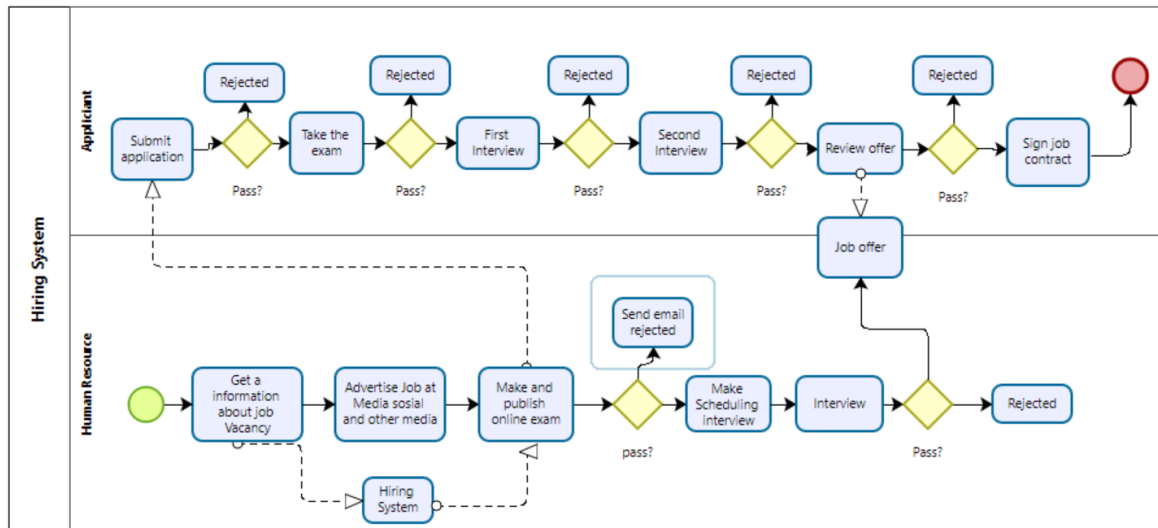
Figure 3. Target System Yoga Studio Recruitment