

PROPOSAL SKRIPSI INTERNSHIP

PT. Aryaduta

INDONESIAN TITLE

Pengembangan Sistem E-Rekrutmen untuk PT. Aryaduta

ENGLISH TITLE

Development of E-Recruitment System for PT. Aryaduta

Topic: E-Application

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Diperiksa oleh**:

Approval in the attachment below

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BAB I

INTRODUCTION

1.1 Background

Nowadays web based application is very popular and used by most company to optimized their worker's/employee's performance, one of that web based application is E-Recruitment.

E-recruitment is an IT Trend that used by many company to substitute the old-fashioned way of recruitment which is considered non-effective and takes a lot of time to be processed.

PT. Aryaduta is a company which is works in the hospitality and PT Aryaduta has 10 unit of hotels that is located in different area (Aryaduta Jakarta, Semanggi, Lippo Village, Medan, Pekanbaru, Palembang, Makassar, Manado, Bandung, and Bali), so they will need a system that can process the recruitment faster and more accurate.

These days PT Aryaduta still using the conventional method to do the recruitment process which is mainly using an e-mail to store the applicant data, PT Aryaduta will broadcast the job vacancy (in the unit or in the head office) then the job seeker will try to apply their proposal by sending their Curriculum Vitae (CV) and profile to the Human Resource (HR) e-mail that can be accessed by all HR manager in every unit. This conventional method is very inefficient, the HR will become confuse because of too many proposals in one email without any filter of what department that they applied. Sometimes this condition also makes a lot of applicant being skipped because they doubt whether that person is already being processed or not because there are no any notification or sign (One email opened by many HR manager).

By using E-Recruitment, it will hold the employee candidate's profiles and Curriculum Vitae (CV) in a database when they registered to this web application also it will automatically group regarding their department, so the HR manager will easily check and determine whether they want to process this person or not and the employee candidates can track how far is their proposal is being processed.

This E-Recruitment will use HTML, CSS for the front end, JSP for the back end, and MySql for the database system.

With the existence of this E-Recruitment I hope that it can improve the efficiency and faster the process of the recruitment.

Review of Literature:

Dr. A J du Plessis(2012) This article focuses on the background of the ‘conventional’ or ‘old’ way of recruiting, it reviews different ‘new’ ways; e-recruiting and its effectiveness; advantages such as accessibility and disadvantages such as transgression of some legislation in e-recruiting and the impact it has on management.

Avinash S. Kapse(2012) In this article, there will be an introduction on e-recruitment and its development process. There will also be a discussion on the various advantages and disadvantages of e-recruitment practice broadly taken from various literatures.

Ms. D Shahila(2013) The study helps to analyse the overall trends in e-recruitment use and practice, e-recruitment methods, E-Recruitment Challenges and issues of E-Recruitment and its increasing scope in the recruitment process of a company. And also discuss the main success factors of e-Recruitment are the value-added services provided by the job sites, costeffectiveness, speed, providing customised solutions, helping to establish relationships with HR managers and facilitate brand building of the companies.

1.2 Condition at this time

Until now the company still using the conventional method by using an email, every employee candidate’s applicant doesn’t matter what department they applied will be sent to an email that will be handled by HR manager from all unit and head office. So they not read all of the email but only look for the position that they need, if they think the person if might fit for the position they will called them manually by email or phone calls.

1.3 Problems

Until today there are around 8000 emails of employee candidate’s proposal and most of them are not being processed even in fact they are not read them, the reason is because the HR manager confuse if they have to open the email one by one to check what department that the applicant applied also there are several cases about the applicant is skipped because the email already marked as ‘seen’ (like usual email that will automatically being ‘seen’ if we opened it) by a HR manager but the other HR manager still haven’t see it and they don’t realize it.

1.4 Solution

By using the e-recruitment application it makes the process of selection of the employee candidates easier, because the HR manager don’t have to look the email one by one again only to find what position that they applied, the application will automatically filter their CV and profile based on the department that they applied.

The e-recruitment also will provide some information or notification to show if this person is already being processed or not, so they won’t be confused. Also every time a person accepted or rejected to the each process there will be an automatic notification (auto email) that will be sent to the employee candidate’s so they can track how far their proposal is being processed.

1.5 Scope of the application

1. Employee Candidate will input their data to the system by registering through the website and they are asked to upload CV in the form of PDF / Word
2. The system will automatically group their data based on department that they applied to get more integrated and organized data
3. HRD will look for the position in the department that need new employee
4. HRD will select candidate to be processed by looking their profile and CV
5. If the candidate is being processed (whether they are going to be rejected or accepted) they will automatically receive an e-mail notification so they can track how far their proposal processed
6. Selection process will consist of profile selection (based on their profile and CV), interview with the HRD, interview with the user, HAT test (Harrison Assessment test), and offering job (salary adjustment, position, level and unit).
7. HAT test only will be send to the candidate that choose specific position (General Manager, Manager, Director). The test invitation will be send to the candidate's email.
8. If he/she got hired the Offering letter will be sent to the employee candidate's email.
9. The Human Resources Manager will be able to see the report of all employee candidates from the system (Report of accepted and rejected candidates)
10. The system provide template for each email (Offering letter, regret letter, Interview invitation). The HR only need to fill several information to the system like: interview date schedule, position, salary, etc.

1.6 Objectives and benefit

- Organize the employee candidate's data in 1 integrated database system
- Quicken and improve the effectiveness of the selection process
- Automation of respond to the employee candidate's (Auto Email)
- Reach the applicant who often look for a job from the internet

1.7 Methodology

The software engineering methodology that will be used in this e-recruitment project is by using the SWDLC with waterfall approach. Waterfall approach are consist of: analysis, system design, implementation, testing, deployment and, maintenance.

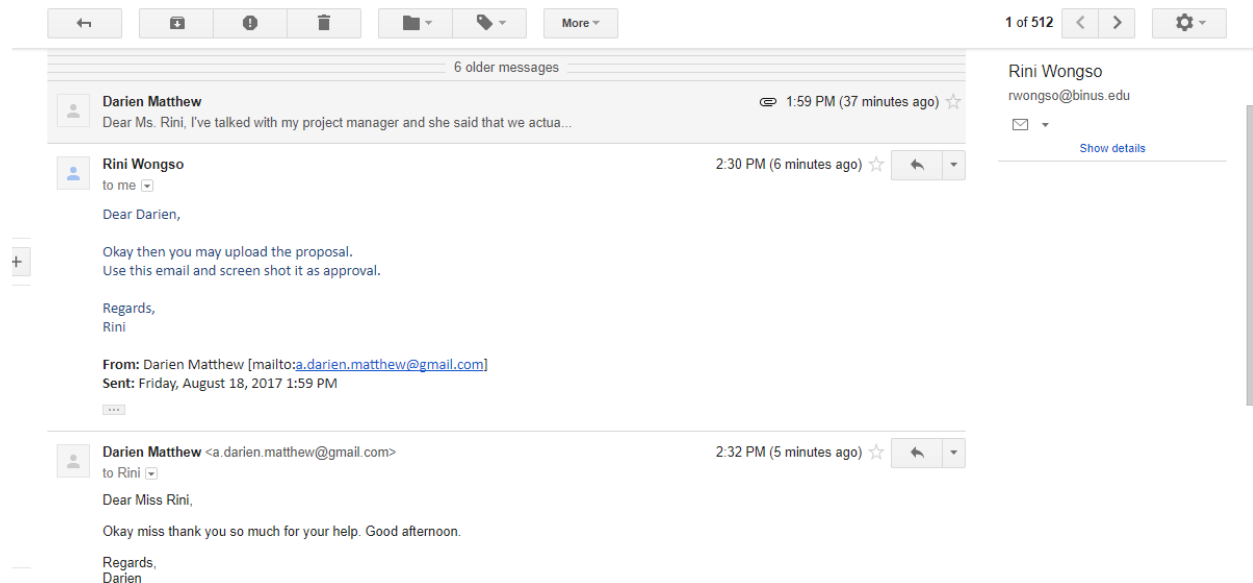
The reason why waterfall approach is chosen because the waterfall approach is easy to understand, and has clear defined stages. For the research, it will use the observation method to observe the effectiveness of the e-recruitment by monitoring the recruitment process by using the conventional method and after using the e-recruitment application.

References:

Dr. A J du Plessis, “ Effectiveness of e-recruiting: empirical evidence from the Rosebank business cluster in Auckland, New Zealand”, Science Journal of Business Management, August 2012, Volume 2012, PP.119.

Avinash S. Kapse , “ E- Recruitment”, International Journal of Engineering and Advanced Technology (IJEAT), ISSN: 2249 – 8958, Volume-1, Issue-4, April 2012, PP.82-86

Ms. D Shahila,“E-Recruitment Challenges”, International Journal of Social Science & Interdisciplinary Research IJSSIR, Vol. 2 (5), MAY 2013, PP.118-123.



Note:

Question: apakah ada proses assesment/test yang dapat dilakukan secara online untuk ditambahkan ke dalam sistem?

Answer: untuk proses assesment/test untuk perusahaan ini sudah dijalankan untuk menggunakan HAT (Harrison Assesment) test miss. Saya telah menambahkan informasi tersebut pada scope nomor 7. Terima kasih.

Untuk info mengenai harisson assesment test (HAT) : <http://www.harrisonassessments.com/>.