**PROPOSAL SKRIPSI NON KELAS**

**JUDUL INDONESIA**

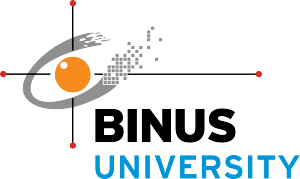
**E-Rekrutmen**

**JUDUL INGGRIS**

**E-Recruitment**

**Topik**: E-Application

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Diperiksa oleh\*\*:

<<tanda tangan>>

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\*Pilih salah satu, untuk lainnya harap dikonsultasikan dulu ke Jurusan

\*\*Optional (jika 3+1 atau jika mhs regular untuk topik dari dosen/yang diajukan mhs sendiri)

**BAB I**

**PENDAHULUAN**

* 1. **Latar Belakang**

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 in many different area, so they need a system that can process the recruitment faster and more accurate.

This E-Recruitment will hold the employee candidate’s profiles and Curriculum Vitae (CV) in a database when they registered to this web application, 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 erecruitment 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. **Rumusan Masalah**
* How can the company receive and process the employee candidate’s data faster and more organized .
* How can the employee candidates track how far their proposal is being processed .
  1. **Ruang Lingkup**

The application will receive the employee candidate’s data (CV and other personal information) the Human Resource Manager (HRM) will select whose candidate will be going to the next selection process.

The application will group the employee candidates by their department to get more integrated and organized data.

The employee candidates will receive an email every time they complete a process whether it is rejected or selected so they can track how far is their proposal processed.

* 1. **Tujuan dan Manfaat**
* 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. **Metodologi Penelitian**

Observation

**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.