

Pentingnya Perekrutan Berbasis Kompetensi

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ARTICLE INFO	ABSTRACT
<p>Article history Received: Oct 2022 Revised : Nov 2022 Accepted : Dec 2022 Published : Dec 2022</p> <p>Keywords Perekrutan Seleksi Kompetensi UMKM</p>	<p>The importance of Competency-based recruitment. Many of the MSMEs that stood up finally had to close because they were not managed by the right people. This is due from the beginning, which is an improper recruitment process that is not competency-based. This counseling activity aims to raise awareness that how important competency-based recruitment is to the sustainability of existing MSME businesses. The method used is to bring in one of the MSME coordinators in Cimahi city, namely Parakarsa Design Resources, to gather the fostered MSMEs (40 people) in a training and provide training on November 16, 2022 on how important competency-based recruitment is compared to existing recruitment. The expected result is the emergence of awareness among the MSMEs assisted by PDR about the importance of competency-based recruitment.</p>

INTRODUCTION

The wealth of natural resources owned by the Indonesian nation is a gift that must be thanked and enjoyed by all people in order to achieve prosperity. In the national economy which has a big contribution to the growth and economy of Indonesia. Therefore, MSMEs have the government's priority to be developed in order to have the ability to be competitive with other similar businesses (Yulandari, 2021).

Changes in environmental conditions have an impact on shifting the role of HR in the organization. This demands an increase in organizational awareness in managing its human resources and making it a crucial asset in the company. Well-managed human resources will be able to provide a competitive advantage for the company, meaning that HR largely determines the survival of the organization. In order to obtain human resources that are truly in accordance with the characteristics of the organization, it is necessary to conduct a review of the factors that influence the selection of the most appropriate HR. One way to obtain qualified and appropriate human resources is by applying the concept of competence in employee recruitment and selection. The demands for changing conditions that occur indicate the need for organizations to manage HR based on individual competencies. (Sujanto, 2013)

The recruitment process is a process of attracting potential people to meet the needs of the organization which is carried out at the time, number and requirements that have been determined by the organization (Mondy, 2008). The time to carry out the recruitment process is usually already determined by the organization or company because it concerns the time to meet the needs of the necessary human resources. The number of people drawn in the recruitment process also adjusts to the needs of the workers expected by the company, and the process of withdrawing a number of people must also be in accordance with the requirements that the company has determined for positions that require the fulfillment of human resources. The recruitment process is also defined as the process of determining and attracting a number of applicants who are considered capable of working in a company based on predetermined

requirements (Zainal et al., 2018). Mangkunegara, (2017) explained that recruitment is a process or action carried out by a company's representative team with the aim of meeting the needs of its employees by carrying out various stages ranging from identifying and evaluating recruitment sources, the selection process that must be passed, the placement of new employees as a result of selection and introduction to the company environment and work process. Recruitment is also defined as the process of finding and influencing prospective workers to want to apply for job vacancies provided by companies (Hasibuan, 2018).

Getting the right human resources with the right recruitment process is a necessity for companies, especially MSMEs, to be able to survive in a situation that has really changed. (Santoso & Hassan, 2018)

METHOD

The target community targeting the activity is the fostered partners of Parakarsa Design Resources consisting of 40 people from various MSMEs spread across Cimahi, West Java. Parakarsa Design Resources is one of the Entrepreneurs who aims to gather MSMEs to *be nurturing* until they are considered successful. So the training that needs to be obtained by these MSMEs will be easily distributed through activities carried out by the PDR. This activity involved a team from PDR, UMKM-fostered partners, and from extension workers as training material providers.

This activity takes place in several stages:

1. The PDR team invited its fostered partners, with a target of 40 participants from assisted MSMEs to attend the meeting.
2. The community targeted activities that are assisted by the PDR are gathered in a meeting house.
3. Extension workers gave presentations on the importance of competency-based recruitment. The basic basis of the material is material from Human Resource Management (MSDM), especially competency issues. Introductions to competency problems and consequently if they do not use the competency system as the basis for recruitment.
4. Questions and answers between foster partners and extension workers, and among fellow foster partners.
5. The fostered partner is given *a post test* to find out the extent of the material he has understood.



Gambar 1. Pembicara sedang memberikan penyuluhan

RESULTS AND DISCUSSION

The purpose of holding training is to raise awareness that the importance of competency-based recruitment. The training activity, which was attended by representatives of MSMEs, is expected to understand the process that should be carried out and the stages that must be carried out. The problem faced by these MSMEs is that building manpower is not based on competency-based recruitment. So you can imagine that the manpower of these MSMEs is perfunctory. So far, manpower recruitment has only been based on knowing each other and trusting each other.

That theoretically that should be :

a. Recruitment Process

A company before carrying out the recruitment process, it is necessary to pay attention to several alternative options that can be taken. According to Mondy, (2008) and Zainal et al., (2018) there are several alternatives that companies can choose before deciding to carry out the recruitment process, namely: a. Outsourcing or outsourcing or Subcontracting. Outsourcing is the process of transferring the implementation of work within the company to outside parties, namely the labor supply service. So an employment agreement occurs between the owner or employer company and the receiving or executing company of the work. Previous research explained that the outsourcing process in companies provides prevention against ethnic discrimination in recruitment activities (Berson et al., 2020). b. Temporary Employee (Non-permanent Employee) The company hires employees with contract status within a certain period of time, after the completion of the contract, the employee has completed an employment relationship with the company where he works. c. Employee Leasing The Company may hire workers to be employed from the labor rental service company d. Overtime The Company can choose this alternative by increasing the employee's working hours from those that have been running so far.

The source that can be chosen if recruiting from existing workers is to transfer employees through the process of promotion, demotion and rotation (Mangkunegara, 2017). The method that can be used when conducting internal recruitment is that companies must identify workers who have the ability to fill vacant positions with tools that can be used in the form of worker data bases, worker mutation procedures through job postings, job bidding procedures and references from trustworthy employees (Mondy, 2008). If the company has to attract new workers from external companies then the company must cooperate with external recruitment sources such as High School or Vocational, courses or workforce training, as well as campuses. Sources for recruitment from external companies are competing companies in the labor market, former workers of the company and unemployed people who are looking for work (Mondy, 2008).

b. Selection Process

The selection process is carried out after the process of calling prospective workers or recruitment, Mondy, (2008) explained that the selection process can be started by conducting preliminary interviews, this is usually done if the company holds an open house or participates in Job Fair activities held jointly by government and private institutions, but the preliminary interview process is not carried out if the prospective worker directly sends his job application to the company.

The next selection process is the examination of applications and resumes from prospective workers who have been called to carry out the selection process, the company will carry out a matching process between the files sent and the original files that must be shown by prospective workers, if they are not appropriate then prospective workers cannot follow the next selection process, namely the selection test in the form of psychological tests and interview tests. Psychological tests are carried out to find out potential abilities, aptitude interests, motivations, emotions, personalities and other special abilities (Mangkunegara, 2017). The interview test is a selection test in the form of a conversation between the interviewer from the company and prospective workers who have an orientation to achieve goals and the exchange of information (Mondy, 2008). The interview process can be carried out by the recruitment team or interviews by users or prospective superiors when accepted as workers at the company. The next selection process is a medical test or medical check up to ensure that the prospective worker is really healthy and fit to work.

Based on the posttest results taken from the results of this training, 80 percent of these 40 people have met the requirements to be considered as graduates because they absorb this training material well. While another 20 percent still do not meet the requirements to be called a pass.

Table 1. Post Test Material

	Pass	Fail
Post Test Material Results	80 %	20 %

CONCLUSION

The training activities carried out provide other insights into the perspective of human resource management, especially in terms of competence. It can be seen from the survey conducted that 80% of the 40 participants who attended understood and understood the content of the material presented by the extension workers. And it is hoped that in future trainings that more and more participants from MSMEs will attend this kind of meeting. None other than because

this activity is to open insights and raise internal awareness from the MSMEs present. That more and more attend meetings that more and more information and awareness of the importance of competency-based recruitment is spread.

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