

## ABSTRAK

Studi deskriptif gambaran rekrutmen karyawan Hotel Menara Peninsula Jakarta. Tujuan Penelitian ini adalah untuk mengetahui proses pelaksanaan rekrutmen dalam upaya menghasilkan tenaga kerja yang handal di Hotel Menara Peninsula. Metode penelitian yang digunakan adalah metode survei deskriptif dengan teknik pengumpulan data digunakan observasi dan wawancara kepada 15 karyawan tetap level manajer yang dijadikan responden. Penentuan sampel ditentukan secara purposive kepada manajer yang sudah bekerja lebih 5 tahun dengan alasan mereka diharapkan mampu memberikan data secara objektif. Hasil penelitian menunjukkan bahwa proses rekrutmen karyawan di Menara Peninsula Hotel belum dilakukan berdasarkan perencanaan SDM (analisis kebutuhan SDM), penggunaan tes seleksi ( tes akademik, tes ketrampilan dan tes psikologis) masih relative terbatas dan penempatan karyawan belum memperhatikan prinsip *the right man in the right place and the right time*. Dengan demikian, pimpinan dan manajer Hotel memiliki manajer yang handal (*qualified*) masih terbatas.

**Kata Kunci : rekrutmen, tenaga kerja handal**



## ABSTRACT

Study Descriptive study of employee recruitment at the Menara Peninsula Hotel Jakarta. The purpose of this study was to determine the process of implementing recruitment in an effort to produce a reliable workforce at the Menara Peninsula Hotel. The research method used was a descriptive survey method with data collection techniques used observation and interviews with 15 permanent employees at the manager level who were used as respondents. Determination of the sample is determined purposively to managers who have worked for more than 5 years on the grounds that they are expected to be able to provide data objectively. The results showed that the employee recruitment process at the Menara Peninsula Hotel had not been carried out based on HR planning (HR needs analysis), the use of selection tests (academic tests, skill tests and psychological tests) was still relatively limited and the placement of employees did not pay attention to the principle of the right man in the right place and the right time. Thus, hotel leaders and managers have limited qualified managers.

