ABSTRAK

Nama : Musna
Program Studi : Kesehatan Masyarakat
Judul : Analisis Efektivitas Rekrutmen Dan Seleksi Dalam Memenuhi Kebutuhan Tenaga Perawat Di Keperawatan *Home Care* PT Wishan Global Medika

Keperawatan *home care* PT. Wishan Global Medika memiliki banyak permintaan pelayanan keperawatan *home care,* tetapi masih sedikit perawat yang melamar dan beberapa dari pelamar tidak sesuai dengan kriteria yang diharapkan. Sehingga menarik untuk dilakukan penelitian tentang analisis efektivitas rekrutmen dan seleksi dalam memenuhi kebutuhan tenaga perawat di keperawatan *home care* PT Wishan Global Medika. Penelitian ini bertujuan untuk mengetahui gambaran analisis efektivitas rekrutmen dan seleksi dalam memenuhi kebutuhan tenaga perawat di keperawatan *home care* PT. Wishan Global Medika. Penelitian ini menggunakan pendekatan Kualitatif dengan pendekatan deskriptif. Informan dipilih menggunakan metode *purposive sampling* sebanyak 6 orang informan, yaitu Direktur, General Manager, Penanggung Jawab *Home Care, dan* 3 orang perawat pelaksana. Dalam analisis data dilakukan reduksi data, penyajian data dan membuat kesimpulan. Hasil penelitian diperoleh gambaran analisis efektivitas rekrutmen dan seleksi dalam memenuhi kebutuhan tenaga perawat di keperawatan *home care* PT. Wishan Global Medika sudah efektif, hanya saja dari telaah dokumen terhadap berkas dan data yang terkait dengan rekrutmen dan seleksi belum efektif karena masih terkendala oleh belum ada data hasil rekapan oleh HRD, serta dari wawancara ada sebagian kecil yang masih kurang efektif yaitu pada proses rekrutmen dibagian jumlah pelamar dan kuantitas rekrutmen, sedangkan pada pelaksanaan seleksi yang masih kurang efektif adalah pada bagian keyakinan pada tenaga penyeleksi dan jumlah pelamar yang mengikuti seleksi. Kesimpulannya gambaran analisis efektivitas rekrutmen dan seleksi dalam memenuhi kebutuhan tenaga perawat di keperawatan *home care* PT Wishan Global Medika pada observasi dan wawancara sudah cukup efektif, sedangkan pada telaah dokumen masih kurang efektif. Saran Perlunya penambahan SDM pada bagian HRD karena HRD masih bekerja secara merangkap.

Kata Kunci : Efektivitas rekrutmen, Efektivitas seleksi, Perawat home care.
xvi + 176 halaman; 4 Gambar; 7 tabel
Daftar Pustaka : 41 (2011-2020)

ABSTRACT

Name : Musna
Program Study : Public Health
Title : Analysis of the Effectiveness of Recruitment and Selection in Fulfilling The Need for Nurses at Home Care Nursing PT Wishan Global Medika.

Home care nursing PT. Wishan Global Medika has many requests for home care nursing services, but there are still few nurses who apply and some of the applicants do not meet the expected criteria. So it is interesting to conduct research on the analysis of the effectiveness of recruitment and selection in meeting the needs of nurses in nursing home care at PT Wishan Global Medika. This study aims to describe the analysis of the effectiveness of recruitment and selection in meeting the needs of nurses in nursing home care PT. Wishan Global Medika. This study uses a qualitative approach with a descriptive approach. Informants were selected using purposive sampling method as many as 6 informants, namely the Director, General Manager, Person in Charge of Home Care, and 3 nurses. In data analysis, data reduction is carried out, data presentation and conclusions are made. The results of the study obtained an analysis of the effectiveness of recruitment and selection in meeting the needs of nurses in nursing home care PT. Wishan Global Medika has been effective, it's just that from a document review of files and data related to recruitment and selection it has not been effective because it is still constrained by the absence of data recap by HRD, and from interviews there are a small number that are still less effective, namely in the recruitment process at the the number of applicants and the quantity of recruitment, while in the implementation of the selection which is still less effective is in the belief in the selection staff and the number of applicants who take part in the selection. In conclusion, the description of the analysis of the effectiveness of recruitment and selection in meeting the needs of nurses in nursing home care at PT Wishan Global Medika on observation and interviews is quite effective, while document review is still less effective. Suggestion The need for additional HR in the HRD section because HRD is still working concurrently.

Keywords : Effectiveness of recruitment, Effectiveness of selection, Nurse home care.
xvi + 176 pages; 4 Pictures; 7 tables
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