ABSTRAK

Human Resource Management (HRM) merupakan sistem untuk mengatur sumber daya yang ada dalam perusahaan, salah satunya adanya sistem perekrutan karyawan. Proses bisnis perekrutan karyawan yang berjalan saat ini masih menerapkan birokrasi yang tidak efisien dan proses manual dalam seleksi *curriculum vitae* (CV) serta pengiriman *email* yang berpotensi terjadinya *duplication email*. Untuk meningkatkan efisiensi dari proses bisnis perekrutan karyawan saat ini (*As Is*) peneliti mengajukan proses bisnis perekrutan karyawan usulan (*To Be*) dengan metode *Business Process Improvement* (BPI). Analisis proses bisnis perekrutan karyawan yang berjalan (*As Is*) dilakukan di dalam tahap 1 dan tahap 2 metode BPI kemudian diperbaiki dengan menggunakan 4 dari 12 *tools* dari BPI tahap 3 untuk menghasilkan proses bisnis perekrutan karyawan usulan (*To Be*). Sistem perekrutan yang berdasarkan proses bisnis perekrutan karyawan usulan (*To Be*) dirancang dengan mengimplementasikan *software Enterprise Research Planning* (ERP) Odoo. Hasil uji 17 *Black Box Testing* dan 12 *Integration Testing* dari sistem perekrutan yang telah dirancang menunjukan bahwa proses perekrutan dapat terlaksana sesuai dengan proses bisnis perekrutan karyawan usulan (*To Be*). Pada hasil penelitian ini terlihat bahwa sistem perekrutan berbasis Odoo dapat dikustomisasi dengan baik sesuai dengan proses bisnis perekrutan karyawan usulan (*To Be*).

Kata kunci: HRM, BPI, Odoo, Proses Bisnis, Rekrutmen

ABSTRACT

Human Resource Management (HRM) is a system for managing existing resources within the company, one of which is the employee recruitment system. The current employee recruitment business process still applies inefficient bureaucracy and manual processes in the selection of curriculum vitae (CV) and sending emails that have the potential for duplication of emails. To improve the efficiency of the current employee recruitment business process (As Is), the researcher proposes a proposed employee recruitment business process (To Be) using the Business Process Improvement (BPI) method. The analysis of the ongoing employee recruitment business process (As Is) was carried out in stage 1 and stage 2 of the BPI method and then improved using 4 of the 12 tools from BPI stage 3 to produce a proposed employee recruitment business process (To Be). The recruitment system based on the proposed employee recruitment business process (To Be) was designed by implementing Odoo's Enterprise Research Planning (ERP) software. The test results of 17 Black Box Testing and 12 Integration Testing of the designed recruitment system show that the recruitment process can be carried out in accordance with the proposed employee recruitment business process (To Be). The results of this study show that the Odoo-based recruitment system can be well customized according to the proposed employee recruitment business process (To Be).

Keywords: ERP, BPMN, BPI, Odoo Software, Recruitment