

# **ANALISIS PROSES REKRUTMEN DAILY WORKER PADA HOLIDAY INN EXPRESS BARUNA BALI**

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## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui: proses rekrutmen daily worker di Holiday Inn Express Baruna Bali dan kendala-kendala dalam proses rekrutmen daily worker di Holiday Inn Express Baruna Bali. Penelitian ini menggunakan penelitian deskriptif kualitatif. Subjek pada penelitian ini adalah Human Resources Department (*HR Director, HR Executive dan HR Officer*). Metode pengumpulan data pada penelitian ini adalah observasi, wawancara dan dokumentasi. Hasil penelitian ini adalah (1) alasan hotel memilih mempekerjakan daily worker adalah *manning budget* yang terbatas, hotel tetap dapat merekrut tenaga kerja harian tanpa menambah biaya *payroll*. (2) proses rekrutmen sudah sesuai dengan ketentuan yang berlaku pada hotel sehingga menghasilkan tenaga kerja yang kompeten dalam bidangnya. (3) kendala yang dihadapi dalam proses rekrutmen adalah calon kandidat tidak sesuai kualifikasi hotel dan kandidat yang hanya mencoba-coba dalam interview sehingga tidak siap dalam proses interview.

Kata kunci : *human resources, rekrutmen, daily worker, kendala*

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**ABSTRACT**

*This study aims to determine: the daily worker recruitment process at Holiday Inn Express Baruna Bali and the constraints in the daily worker recruitment process at Holiday Inn Express Baruna Bali. This research uses descriptive qualitative research. The subjects in this study were the Human Resources Department (HR Director, HR Executive and HR Officer). Data collection methods in this study were observation, interviews and documentation. The results of this study are (1) the reason hotels choose to employ daily workers is limited manning budget, hotels can still recruit daily workers without increasing payroll costs. (2) the recruitment process is in accordance with the provisions applicable to the hotel so as to produce a competent workforce in their field. (3) the obstacles faced in the recruitment process are the candidates do not match the qualifications of the hotel and candidates who only try in the interview so that they are not ready in the interview process.*

*Keywords: human resources, recruitment, daily worker, obstacle*