

Analisis sistem rekrutmen dan seleksi perawat non PNS di bagian sumber daya manusia RS. Kanker Dharmais tahun 2012

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Abstrak

Skripsi ini membahas sistem rekrutmen dan seleksi perawat Non PNS di Bagian Sumber Daya Manusia RS. Kanker "Dharmais" tahun 2011 berdasarkan pada pendekatan sistem. Penelitian ini adalah penelitian kualitatif yang diperoleh dengan metode observasi, wawancara mendalam dan telaah dokumen. Hasil penelitian menyarankan untuk membentuk tim rekrutmen dan seleksi, perlu adanya alokasi dana khusus, perlu adanya kebijakan secara tertulis tentang tim rekrutmen dan seleksi, perlu diberikan pelatihan kepada tim rekrutmen dan seleksi tentang prosedur rekrutmen dan seleksi yang baik, SOP rekrutmen dan seleksi harus benar-benar dipahami dan dipatuhi oleh anggota tim rekrutmen dan seleksi, mengusulkan penambahan alat untuk pelaksanaan tes praktek, melakukan MOU dengan lembaga pendidikan keperawatan yang memiliki kredibilitas tinggi, melakukan Job Fair, menggunakan rekrutmen dengan metode tertutup, melakukan pertemuan antara Bagian SDM, Bagian keperawatan dan Bagian Pendidikan dan Pelatihan untuk menentukan jadwal pelaksanaan setiap tes, melakukan biaya penggantian tes kesehatan bagi pelamar yang telah lulus tes dan menjadi karyawan di RS. Kanker "Dharmais".

<i>This paper discusses the system of nurse recruitment and selection of civil servants in Non-Human Resources Section RS. Cancer "Dharmais" in 2011 based on a systems approach. This study is a qualitative research obtained by the method of observation, in-depth interviews and document review. The results suggested to form a team of recruitment and selection, the need for allocation of special funds, the need for a written policy on recruitment and selection team, need to be trained in recruitment and selection to the team about the recruitment and selection procedures are good, SOP recruitment and selection should be properly understood and observed by members of the team recruitment and selection, proposes the addition of tools for the implementation of practice tests, do a MOU with nursing education institutions that have high credibility, conduct Job Fair, using the method of recruitment is closed, a meeting between the human Resources Section, Part nursing and Parts education and Training to determine the implementation schedule of each test, perform the replacement cost of health tests for applicants who have passed the test and become employees in Hospital. Cancer "Dharmais".</i>