CHAPTER V

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

Based on the analysis activity, the researcher may list some conclusions. They are:

- The human resources recruitment process should be aware of the right job, right people, and right reason.
- Hiring right for the first time can be maximized by implementing the business model.
- Sometimes the problem could arise from the company itself such as the HR Department didn't do the recruitment but the department requester directly doing the recruitment or if the company have branches it is difficult to choose whether the branch doing hiring itself or through the headquarter office.
- Hiring right for the first time can be maximized by implementing the HR recruitment process model.
- Using SSM for analyze the HR recruitment process is correct because HR recruitment process have many uncertain problems that need the right tools to be solved. By using the SSM the researcher can understand the problematic of HR recruitment process.
- This model is a generic model for HR recruitment process and can be modified but with several rules to follow. The big three process can't be modified since it is the flow that companies should follow. While the small tasks can be modified to follow the companies needs.

- The tasks and the big process in the model actually is an analyzing process to determine the recruitment process itself. This can be proved by the small tasks job are doing lots of analyzing thing.
- The HR recruitment process should actually have a life cycle of planning, implementation, and control. It is can only be seen after the model is finished.
- Using a good HRIS or IT support in doing HR recruitment process is crucial since by using a good HRIS or IT support all the employee information can be stored so data retrieval such as filtering, job matching, job analysis, etc is more easy.
- There is a slight different between HR department and personnel department. Personnel department is smaller than HR department and the tasks are not as complex as HR department.

5.2 Recommendation

There are some recommendations considering the timeframe that the survey is not enough for more thorough survey. The recommendations for further improvements of the research are as follows:

- For companies that have other branches it is recommended that it should have one HR department representative to do the HR function.
- Because of time limits further researches that more focus to the specific business can be helpful.
- For further research there is a need detail survey on what components of differentiation between the HR recruitment process.
- There are still lacks of details from why the tasks between the department requester and HR department still can be taken by the dept requester.