

MANAGEMENT TRAINEE PROGRAM RECRUITMENT
INDEPENDENT INSTITUTION
(DESCRIPTIVE QUALITATIVE STUDY WITH NVIVO 12 PLUS)

By Eka Nur Yati

Abstract

Management Trainee is one of the recruitment programs organized by the Mandiri Institute. However, the Management Trainee program which was held twice by the Mandiri Institute resulted in a 50% difference in the number of recruits, so this phenomenon became a problem that was investigated in the case of recruitment through a program. This research is a qualitative research that aims to find out how the implementation process and recruitment series in the Management Trainee program are held by independent institutions to answer the phenomenon of these differences. Data collection in this study was carried out by interview, observation, and documentation methods. Interviews were conducted in a structured and semi-structured manner with five informants, including HR Recruitment Staff, Management Trainee Staff I, Management Trainee Staff II, and the Head of the Public Communications Team. To prove the validity of the data in this study, researchers used data triangulation. Furthermore, the data was analyzed using NVivo 12 Plus Software by reducing data, presenting data, and drawing conclusions. The results of the study found that substantively there were no differences in any aspect of the Management Trainee program, it's just that there were directions from the leadership regarding changes in employee qualifications that were adjusted to the needs of employees in various work units.

Keywords :*Recruitment, Management Trainee Program, Software NVivo 12 Plus*

REKRUTMEN PROGRAM MANAGEMENT TRAINEE

LEMBAGA INDEPENDEN

(STUDI KUALITATIF DESKRIPTIF DENGAN NVIVO 12 PLUS)

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Abstrak

Management Trainee merupakan salah satu program rekrutmen yang diselenggarakan oleh Lembaga Independen. Namun, diselenggarakan program Management Trainee sebanyak dua kali oleh Lembaga Independen menghasilkan perbedaan sebesar 50% dalam jumlah penerimaan pegawai, sehingga fenomena tersebut menjadi permasalahan yang diteliti dalam kasus rekrutmen melalui sebuah program. Penelitian ini merupakan penelitian kualitatif yang bertujuan untuk mengetahui bagaimana proses pelaksanaan dan rangkaian rekrutmen dalam program Management Trainee yang diselenggarakan oleh Lembaga Independen untuk menjawab fenomena perbedaan tersebut. Pengumpulan data dalam penelitian ini dilakukan dengan metode wawancara, observasi, dan dokumentasi. Wawancara yang dilakukan secara terstruktur dan semi terstruktur dengan kelima informan, diantaranya Staf Rekrutmen SDM, Staf Management Trainee I, Staf Management Trainee II, dan Ketua Tim Komunikasi Publik. Untuk membuktikan keabsahan data dalam penelitian ini, peneliti menggunakan triangulasi data. Selanjutnya, data dianalisis menggunakan Software NVivo 12 Plus dengan melakukan reduksi data, penyajian data, dan penarikan kesimpulan. Hasil penelitian menemukan bahwa secara substantif tidak ada perbedaan dalam segi apapun dalam program Management Trainee, hanya saja terdapat arahan dari pimpinan mengenai perubahan kualifikasi pegawai yang disesuaikan dengan kebutuhan pegawai di berbagai unit kerja.

Kata Kunci : Rekrutmen, Program Management Trainee, Software NVivo 12 Plus