

EVALUASI PELAKSANAAN REKRUTMEN PEGAWAI NON ASN TERHADAP EFEKTIVITAS KINERJA PEGAWAI DI RSUD X JAWA BARAT TAHUN 2024

Melda Julianti Kiswanto

Abstrak

Rekrutmen merupakan hal yang sangat penting dalam suatu manajemen sumber daya manusia (SDM) termasuk untuk dua kategori pegawai yaitu ASN dan Non ASN. Salah satu permasalahan utama yang muncul dalam pelaksanaan rekrutmen adalah minimnya transparansi serta adanya praktik titipan dalam proses seleksi. Di RSUD X Jawa Barat, sebagian pelamar yang pada rekrutmen tahun 2024 diketahui berasal dari rekomendasi dari pihak internal atau pejabat tertentu. Penelitian ini bertujuan untuk mengetahui gambaran pelaksanaan rekrutmen, faktor pendukung, dan penghambat serta merumuskan strategi pelaksanaan rekrutmen pegawai Non ASN. Penelitian ini menggunakan metode kualitatif dengan pendekatan deskriptif dan pengambilan data melalui wawancara mendalam dan telaah dokumen. Pemilihan informan dilakukan menggunakan *purposive sampling*. Evaluasi dilakukan dengan menganalisis tiga indikator utama yaitu input, proses dan output. Hasil penelitian menunjukkan pelaksanaan rekrutmen pegawai Non ASN di RSUD X Jawa Barat sudah optimal dan sesuai prosedur namun masih terdapat faktor penghambat berupa adanya pelamar yang didasari melalui titipan yaitu dari orang terdekat maupun dari pihak pejabat tertentu. Meski begitu, ditemukan faktor yang mendukung pelaksanaan rekrutmen yaitu ketersediaan SDM yang memadai dari segi jumlah, kualifikasi, dan kompetensi. Penelitian ini merekomendasikan perlunya penerapan strategi rekrutmen yang lebih transparan dan implementasi kode etik yang jelas dan tegas melarang segala bentuk titipan dengan pemberian sanksi yang keras seperti diskualifikasi terhadap pelamar yang terbukti mendapatkan rekomendasi secara tidak objektif.

Kata Kunci : Evaluasi, Rekrutmen, Non ASN, Rumah Sakit

EVALUATION OF THE IMPLEMENTATION OF RECRUITMENT OF NON ASN EMPLOYEES ON THE EFFECTIVENESS OF EMPLOYEE PERFORMANCES IN RSUD X WEST JAVA IN 2024

Melda Julianti Kiswanto

Abstract

Recruitment is very important in a human resource management (HR) including for two categories of employees, namely ASN and Non ASN. One of the main problems that arise in the implementation of recruitment is the lack of transparency and the existence of entrusted practices in the selection process. In RSUD X West Java, some of the applicants in the 2024 recruitment were known to come from recommendations from internal parties or certain officials. This study aims to determine the description of the implementation of recruitment, supporting and inhibiting factors and formulate strategies for implementing recruitment of Non ASN employees. This research uses a qualitative method with a descriptive approach and data collection through in-depth interviews and document review. Selection of informants was carried out using purposive sampling. Evaluation was carried out by analyzing three main indicators, namely input, process and output. The results showed that the implementation of recruitment of Non ASN employees at RSUD X West Java was optimal and in accordance with procedures, but there were still inhibiting factors in the form of applicants who were based on entrustment, namely from the closest person or from certain officials. Even so, factors that support the implementation of recruitment are found, namely the availability of adequate human resources in terms of number, qualifications, and competencies. This study recommends the need to implement a more transparent recruitment strategy and the implementation of a clear and firm code of ethics prohibiting all forms of entrustment with harsh sanctions such as disqualification of applicants who are proven to have received recommendations unobjectively.

Kata Kunci : *Evaluation, Recruitment, Non ASN, Hospital*