

ABSTRACT

The performance of PT KNE Jakarta as a labor distribution company experienced a decline in demand for labor which occurred at PT KNE Jakarta which indicated that there were performance problems, in addition to several negative responses and feedback expressed by partner companies towards the employees being distributed, the company needed to evaluate the system. labor recruitment. The conceptual recruitment process outsourcing system can be a reference for how an effective workforce recruitment strategy can be carried out. Therefore, the aim of this research is to design a recruitment process for PT outsourcing employees. KNE Jakarta.

The methodology that will be used in this research is Business Process Improvement (BPI) which will focus on improving the recruitment activity process which is the main business model of the KNE company as a provider of employment services.

Based on the preparation of a recruitment model by adding components such as analysis of partner companies' competency needs and preparation of competencies that provide added value (value added process) to recruitment activities. The selection process for incoming application documents can be easier and speed up the process.

Based on the results of the analysis and data processing, it can be concluded that the priority process for improving PT KNE Jakarta's recruitment system can be focused on developing the required employee competencies, ensuring the company understands the company's competency needs, the candidate search process, and in the activities of checking the profile of prospective workers, as well as collaboration activities. with third parties in disseminating information on workforce needs and also establishing a talent data base system that is integrated with the parent company.

Keywords: Performance, Feedback, Recruitment Activity Evaluation, Recruitment Model Improvement, *Business Process Improvement*.