ABSTRACT

PT Motekar Edukasi Indonesia is a start-up company that opens job vacancies according to the needs of the head division. Along with the increasing number of applicants recorded in 2022 of 60 people and in 2023 there were 108 applicants. PT Motekar Edukasi Indonesia still processes and checks applicant data through excel, the process of collecting applicant data is sent directly and the recruitment information notification process is still carried out one by one via whatsapp, this often causes errors and human error. Therefore, this Final Project aims to create an e-recruitment application that will facilitate companies in carrying out data management and notification processes to applicants automatically and recorded into the system properly.

In designing the e-recruitment application using the Scrum method. This method starts by prioritizing application work features which will then be worked on by the team. The process is repeated in each Sprint, with updates and improvements to the product based on input and feedback each time the Sprint is completed. The Scrum method strongly emphasizes team collaboration, transparency, and flexibility to respond to changing customer needs.

In the system testing phase, it was found that the blackbox test results reached 100%, and the score obtained from the user test was 98%. From these results it can be concluded that the design of the application system has met the needs of users. The design and testing of this e-recruitment application produces alternatives that can support PT Motekar Edukasi Indonesia in finding prospective new employees.

The implementation of e-recruitment in companies brings a number of significant benefits, including increased efficiency of administrative processes, expansion of access to qualified candidates online, effectiveness of delivering vacancy information to prospective employees, improved data management through the provision of a centralized database, creation of transparency and accountability during the recruitment process, and simplification of recruitment process management. Overall, e-recruitment can have a positive impact on recruitment efficiency in companies.

Key Word: E-recruitment, New Employees, Recruitment, Scrum