

## ABSTRACT

Nowadays competition to get the job were more difficult where employment opportunities less available and the process of recruitment and selection conducted by a company gets tougher to get the best quality employees. This research aims to understand the recruitment and selection carried by PT. Rumah Sakit Pelni and constraints experienced in the implementation of the recruitment and selection. Based on the presentation, the authors conducted this study to determine the recruitment and selection was done in PT. Rumah Sakit Pelni as well as the problems in the recruitment and selection at PT. Rumah Sakit Pelni.

This research was conducted at PT. Rumah Sakit Pelni by using recruitment and selection as an operational variable. This research methods is qualitative descriptive. Research sampling method is purposive sampling. The analysis includes a test of credibility, transferability test, dependability test, and test confirmability. Based on the analysis, recruitment PT. Rumah Sakit Pelni sourced from internal and external. The method used for internal source is job posting and for external source is to make advertising via the internet and visiting educational institutions. Selection in PT. Rumah Sakit Pelni includes administration, a written test, practice test, user interviews, psychological tests, medical tests, and interviews of directors. After that, the applicants still have to follow the orientation activities for 6 months. Problems that occur include the implementation of a long time and the amount of labor that is obtained does not meet the needs of PT. Rumah Sakit Pelni.

This research result indicates recruitment and selection in PT. Rumah Sakit Pelni has worked well even though there were differences in with the theory and standard procedures, but still occur to some problems. Based on problems that happened, researcher gives advice which includes to plan a schedule of recruitment and selection and use other methods in external method to get more applicants as needed.

**Keywords : recruitment, selection, qualitative**