

ABSTRACT

PT. XYZ is a company focusing on aviation services. The employees in PT.XYZ is dominated by employees ranging from 51 until 55 years old in age category. Besides that PT. XYZ will have a need of 67 people in mid-management level for 2016. PT.XYZ has indecent amount of employees both from productive age category and from mid-management level category. Thus PT.XYZ held Management Trainee (MT) program this year to fulfill the demand from both category. In the process of recruitment and selection, criterias are needed to ensure PT.XYZ could get the appropriate candidate suitable with the demand of the company.

The purposes of this study are (1) Determining the criteria that are prioritized by companies in the process of acquiring candidates for management trainee program and (2) Mapping the recruitment and selection process using the criterias that is prioritized by the company. The data of this study consist of primary data and secondary data. Primary data is obtained by interview with relevant sources and questionnaire. Secondary data is obtained from literatures, previous studies, and other relevant sources. Analysis method being used in this study is Analytic Hierarchy Process (AHP) to analyze priority value of factors, actors, purposes, and alternatives.

Based on the analysis, factrso that are prioritized are educational level (0.3165), managerial skill (0.2236), personal skill (0.1873), technical skill (0.1622), and work experience (0.1104). These criteria will be used in the making of recruitment and selection processs for MT program in PT. XYZ.

Keyword: Talent Management, Talent Identification, AHP, Recruitment and Selection