

ABSTRAK

Titik tolak penelitian ini adalah pemahaman bahwa anggota LSM merupakan kunci dari keberhasilan program-program sosial. Organisasi Nirlaba, dalam hal ini LSM perlu memerhatikan kajian SDM dalam melaksanakan tugas pokok dan fungsinya. Upaya awal yang perlu dilakukan untuk menjamin kinerja mereka adalah perekrutan dan seleksi berdasarkan konsep yang ada dalam SDM sehingga menetapkan para anggota yang bermutu dan menjamin pencapaian tujuan. Penelitian ini dilakukan dengan pendekatan kualitatif dan mengkaji aspek-aspek pokok dalam rekrutmen dan seleksi seperti konsep rekrutmen dan seleksi, proses rekrutmen dan seleksi, tantangan rekrutmen dan seleksi, dan pengaruh rekrutmen dan seleksi terhadap performa kerja anggota. Hasil penelitian diperoleh dari proses wawancara pada 13 partisipan dan observasi serta telaah dokumen di tiga Lembaga Nirlaba. Hasil penelitian ini kemudian mengafirmasi adanya konsep, proses, tantangan, dan pengaruh rekrutmen dan seleksi pada organisasi nirlaba (tiga LSM) berdasarkan nomenklatur Lembaga. Selanjutnya, hasil penelitian ini dibahas berdasarkan kajian teori *Human Resource Managemen*. Tujuan penelitian ini adalah untuk mengetahui konsep, proses, tantangan, dan sumbangan rekrutmen dalam tiga organisasi Nirlaba yang diteliti. Berdasarkan hasil penelitian ini, peneliti dapat mengetahui secara signifikan konsep, proses, tantangan, dan pengaruh rekrutmen dan seleksi pada tiga Lembaga. Rekrutmen dan seleksi pada tiga organisasi nirlaba dilakukan berdasarkan standar atau pola umum yaitu standar/pola yang dipakai oleh organisasi profesional lainnya. Mereka belum memiliki standar baku yang kemudian dapat dijadikan pedoman praktik rekrutmen dan seleksi. Pola pendekatan rekrutmen dan seleksi juga didasarkan pada kajian psikologi dan kajian visional yang mengharuskan para anggota Lembaga bekerja sesuai dengan visi misi lembaga

Kata Kunci : Rekrutmen, Seleksi, Psikologi, Visional, LSM, SDM, Profesional

ABSTRACT

This research starts from an understanding that LSM members are the key of social programs' success. Nirlaba organization, in this case the LSM, needs to pay attention to the SDM in running its main duty and function. The initial effort that should be done to guarantee the members' performances is arranging a recruitment and selection that are based on concept kept by the SDM to maintain the quality of the members and ensure the achievement of goals. Qualitative approach is done in this research and it reviews main aspects in recruiting and selecting such as the concept, process, obstacle, and effect to the members' performances. The result of this research is obtained from interviewing 13 participants, observing, and reviewing documents in three Nilaba institutions. Further, the result affirms that there are concept, process, obstacle, and effect of the recruitment and selection in Nilraba organization (three LSM) based on the institution's nomenclature. Furthermore, the result is discussed based on Human Resource Management theory. The aim of this research is to know the concept, procces, obstacle, and the contribution of recruitment and selection in three Nirlaba Organisations which were studied. From the result of the study, the researcher knows significantly the concept, process, obstacle, and effect of the recruitment and selection in the three institutions. Those are done based on the standard or common pattern used by the other professional organizations. They have not had the standard which further can be used as the guidelines for recruitment and selection practice. Recruitment and selection approach pattern is also based on psychology and visional study that require the members to work according to institution's visions and missions.

Keywords: *Recruitment, selection, psychology, visional, LSM, SDM, professional*