

ABSTRAK

AUDIT OPERASIONAL FUNGSI REKRUTMEN, SELEKSI, DAN PELATIHAN KARYAWAN

(Studi kasus di PT. Bintang Mas Triyasa, Purbalingga)

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Penelitian ini bertujuan untuk mengetahui fungsi rekrutmen, seleksi, dan pelatihan karyawan yang ada di PT. Bintang Mas Triyasa. Perusahaan memiliki masalah yang terletak di fungsi rekrutmen, seleksi, dan pelatihan karyawan. Masalah yang ada pada saat ini adalah tidak semua karyawan yang ada di PT. Bintang Mas Triyasa memiliki kompetensi yang tinggi.

Penelitian ini menggunakan pendekatan deskriptif kualitatif. Data dikumpulkan dengan menggunakan teknik observasi, pengisian kuesioner, wawancara, dan dokumentasi. Subjek penelitian yang dilakukan adalah Manajemen personalia PT. Bintang Mas Triyasa Purbalingga, sedangkan objek penelitian adalah fungsi rekrutmen, seleksi, dan pelatihan karyawan. Teknik analisis data yang digunakan yakni melaksanakan survei pendahuluan, menguji pengendalian manajemen, melaksanakan audit terinci, dan pembuatan laporan.

Hasil audit menunjukkan bahwa pelaksanaan aktivitas fungsi rekrutmen dan seleksi karyawan sudah berjalan efektif dan efisien, sedangkan fungsi pelatihan karyawan belum efektif dan efisien.

Kata kunci: Pengauditan, Rekrutmen, Seleksi, Pelatihan

ABSTRACT

**OPERATIONAL AUDIT OF EMPLOYEE RECRUITMENT, SELECTION,
AND TRAINING FUNCTION**
(Case Study at PT. Bintang Mas Triyasa, Purbalingga)

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This study aims to determine the functions of recruitment, selection and training of employees at PT. Star Mas Triyasa. The company had some problems in the functions of employee recruitment, selection and training. The problem was not all employees at PT. Bintang Mas Triyasa had been high competence.

This research used descriptive qualitative approach. Data was collected using observation techniques, filling out questionnaires, interviews, and documentation. The subject of the research conducted was the personnel management of PT. Bintang Mas Triyasa Purbalingga, while the object of research was the function of employee recruitment, selection and training. Data analysis techniques used were conducting preliminary surveys, testing management controls, conducting detailed audits, and preparing reports.

The audit results showed that the implementation of employee recruitment and selection function activities had been running effectively and efficiently, while the employee training function had not been effective and efficient.

Keywords: Auditing, Recruitment, Selection, training