



Influence e-recruitment and recruitment conventional to opportunity get work (studies case on employee in region Jabodetabek)

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ABSTRACT

The background of this research is to determine the difference between using online employee recruitment methods and conventional recruitment methods on the chances of getting a job for employees in the JABODETABEK area. The research was conducted using quantitative methods. The population in this study is not known with certainty due to the lack of data that is freely accessible in the Jabodetabek area. The sampling technique used in this study uses a probability sampling method by randomly selecting each population to be sampled. Meanwhile, the sampling used in this research used a simple random sampling technique. The samples in this research were obtained from the Lemeshow formula, totaling 96. Data were collected using a questionnaire and analyzed using SMART PLS 4.0. The data analysis techniques used include validity testing, reliability testing, structural equation model testing, PLS-SEM, PLS model evaluation, outer model evaluation and inner model evaluation. This research concludes that online recruitment has an effect on job opportunities and conventional recruitment has no effect on job opportunities.

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1. INTRODUCTION

In life, people must have a job to be able to connect life and fulfill all its needs so that it can continue to survive life. The job selection phase is a determining phase for humans, where This is also what will determine how his life will be in the future. So therefore, The greater the job opportunities available, the more people there will be will feel the benefits(Dwiyanti et al., 2022). The specific aim of this research is to get a picture of maximum results in getting a job, whether it is easier to use online or conventional recruitment methods. The job selection phase is a determining phase for humans, where This is also what will determine how his life will be in the future. So therefore, The greater the job opportunities available, the more people there will be will feel the benefits(Dwiyanti et al., 2022).

Quoted from (Chan et al., 2015), opportunity or also known as probability is a step used to tell a story knowledge or belief if an event is about to occur or has already occurred. So, what is meant by job opportunities is a situation that describes the availability of employment opportunities for employees job seekers. Therefore, employment potential is related to the number of fields jobs available to those who find a job. It could also be said to be open field Work for they Which need work (Bisnis, 2022).

The results of research conducted by (Sukanta & Febriana Angelia Purba, 2021) stated that compared to with recruitment traditional, E-Recruitment save time, effective and efficient in completing recruitment objectives, affordable, creating an image market and attract skilled candidates (Novanda et al., 2021). E-Recruitment is also effective in terms of managing talent process that is also considered effective. This research is in line with research conducted by (Pendahuluan & Masalah, 2020) that the effectiveness of workforce recruitment is based on human resources and time online compared to recruitment methods conventional methods are very effective compared to other methods such as walk-ins , career fairs And installation advertisement in media print (Rahman et al., 2020) .

The results of research conducted by (Dharmawan, 2018) stated that the method conventionally more effective explains that it provides more opportunities work due to the direct interaction with HR personnel that a person receives when fill out the application documents (James W, Elston D, 20 C.E.). This research is in line with research conducted by (Husna et al., 2021) that 17 from 20 informant more like method conventional rather than online methods because they think this technique is more effective for accepted or get position in company Which proposed (Jurnal et al., 2022). 17th informant say this method provides more opportunities as they say with come and apply for documents directly to the company, they can meet in person with HR employees and can interact with them, in addition employees can direct evaluate they from attitude And behavior (Trimurni & Ie, 2021).

Based on the description above, the problem formulation can be determined as follows: Does online recruitment and conventional recruitment have an effect on opportunities ? work?

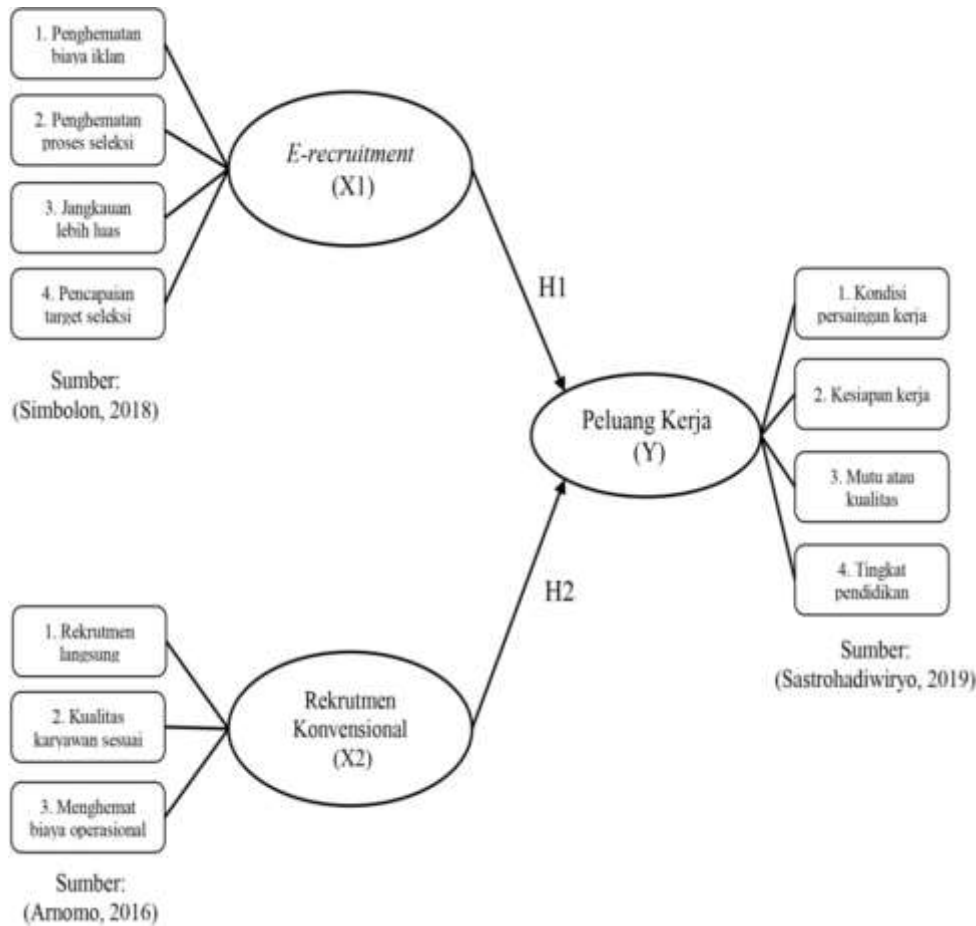
From formulation problem the, study This done aim For analyze the effect of online recruitment and conventional recruitment on job opportunities for employees in the JABODETABEK area (Nita Rahmawati, 2016). After reviewing previous research, there are several similarities and there are also several differences from the research results, where in previous research there was no influence between recruitment and the opportunity to get a job, whereas in the research I conducted, it resulted in the opinion that recruitment has a more significant influence on the process of getting a job.

2. RESEARCH METHOD

This type of research is quantitative research by conducting hypothesis testing (Eka Yuda Wibawa, 2021). Quantitative data in this research in the form of primary data is the data source obtained directly from the original source. Primary data can be the opinion of the subject (person) individual or group, the results of observations of an object, event or activity and results testing. Method collection data This with questionnaire (Purwanti & Mardiana, 2019). Population Which used were 96 employees in the JABODETABEK area employees, with a sampling technique using the Lemeshow formula. Method This hypothesis testing uses data processing tools in the form of computer software namely the SmartPLS (Partial Least Square) program version 3.0 for hypothesis testing. SmartPLS (Partial Least Square) (Darmawan & Mardikaningsih, 2021). Analysis.

Distributing questionnaires can be done using various techniques, depending on the target audience, research objectives, and available resources. In this research, the general technique for disseminating questionnaires is by publishing questionnaires on

platforms such as Facebook, Twitter, LinkedIn, or Instagram. with SmartPLS is carried out in 3 stages, namely analysis outer model , inner model analysis and hypothesis analysis. Research design in this study depicted as following:



Picture 1. Design Study
Source: Researcher, 2023

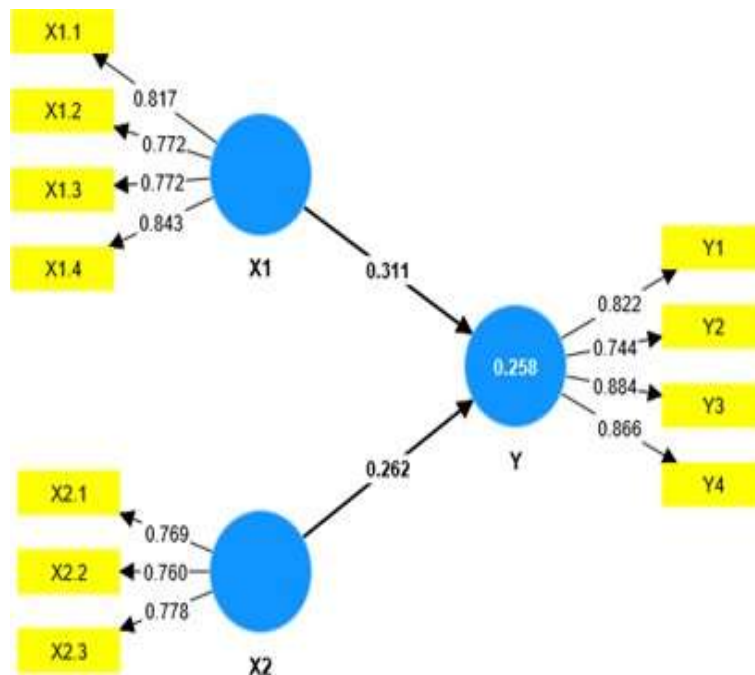
The operational definition of a variable is a definition given to a variable by justifying an operation or justifying the necessary meaning as a measure of this variable.(Sundari & Utam, 2022) The measurement model in this research can be explained in form table as table following:

Variable/ Draft	Indicator	Scale
Recruitment <i>On line</i> (X1)	- Savings cost For installationadvertisement recruitment	Linkert
	- The savings required for process recruitment And selection	
	- Reach to employee more wide	
	- Achievement selection fulfillment targets And recruitment	

Recruitment Conventional (X2)	<ul style="list-style-type: none"> - Time recruitment Which fast, Because done direct by superior - Quality employee in accordance with desire company - Can save cost operational 	Linkert
Opportunity Work (Y)	<ul style="list-style-type: none"> - Condition Competition Work - Readiness Work - Quality or Quality - Level of education and skills certain 	Linkert

Source: Researcher, 2023

3. RESULTS AND DISCUSSIONS



Picture 2. Results Outer Loading

Source: Outputs, data primary processed SmartPLS 3.0 (2024)

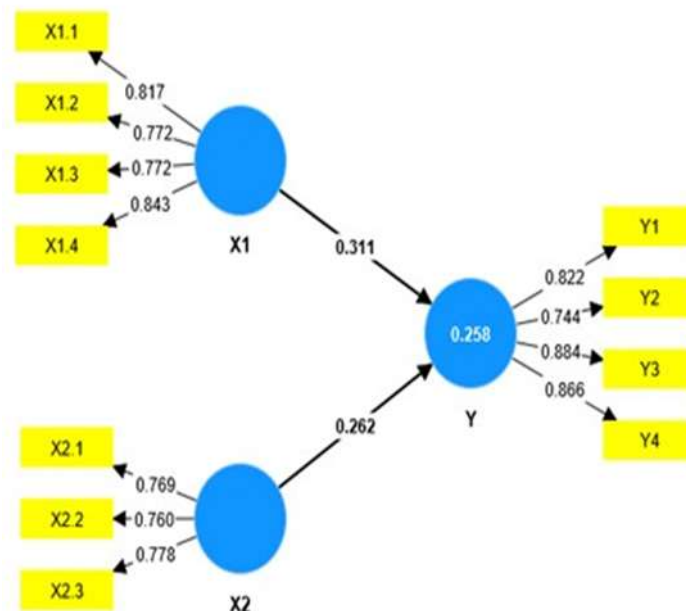
Something indicator study will considered valid if own mark outer loading in on 0.7 in every the instrument. However, mark outer loading as big as 0.5 Still considered Enough (khoerul ummah, 2022). Based on the test results table above, it can be seen that all indicators already has a value > 0.6 then it is considered feasible or valid so it can be continued to test furthermore(Siregar et al., 2022). Discriminant Validity Value is value cross loading which works For know whether a construct has a discriminant adequate(De Reuver et al., 2018). Discriminant Validity or correlation value is said to be achieved or valid if the AVE value is > 0.5 and The correlation value is declared invalid if the AVE value is <0.5 (Pamungkas et al., 2020).

From the table above, it can be concluded that the Cronbach's alpha value for all constructs is > 0.6, which means all constructs meet Cronbach's alpha criteria and each

construct in study This own mark reliability Which tall (Sangeeta & Ahlawat, 2018). The reliability test is assessed using 2 (two) methods, namely Cronbach's Alpha and Composite Reliability . A variable can be said to have good reliability if the value Composite Reliability own mark > 0.7 (Sills, 2014).

From the table above, the R-Square value for Job Opportunities is 0.258 explained the influence of the Online Recruitment (X1) and Conventional Recruitment variables (X2) on Job Opportunities (Y) gives a value of 0.242, with the interpretation that variable construct Opportunity Work can explained by variable Recruitment On line (X1) and Conventional Recruitment (X2) with a percentage of the remaining 25.8%, namely as big as 24.2% explained by variable other

Based on the table above can in see ton tabe l Path Coe fficient Which ber f un g s i to test whether a hypothesis can be accepted or rejected. Path Coefficient criteria , namely as big as 5%, $t = 1.96$. If mark t-statistics more big (>1.96), so hypothesis the significant or H_0 rejected And H_a accepted.(Nuraeni, 2018).



Picture 4. Results Hypothesis Bootstrapping
Source : Outputs SmartPLS 3.0 (2024)

4. CONCLUSION

The results in this study show that the Online Recruitment variable (X1) influential significant to Opportunity Work (Y) On Employee in JABODETABEK. Results based on path coefficient testing on the inner model shows the t-statistical results for the Online Recruitment variable , namely 2.422 and P value 0.015 is declared significant because the t-statistic value is > 1.96 ($2.422 > 1.96$) and P values ($0.015 < 0.05$), then the hypothesis test 1 states that H_0 is rejected and H_a is accepted. It can be interpreted that Online Recruitment (X1) has a significant effect on Opportunities Employment (Y) for employees in JABODETABEK. The results of this study are in line with research in a journal conducted by (James W, Elston D, 20 C.E.)shows that effectiveness recruitment power Work based source Power man And time in a way on line compared to conventional recruitment methods is very effective in comparison with other methods such as walk-ins , career fairs and advertising in print media. This matter Also showing

progress technology moment This slowly has penetrate to world employee recruitment, which will certainly have a positive impact on company.(Rusdi, 2017)

The results in this study show that the Conventional Recruitment variable (X2) influential significant to Opportunity Work (Y) On Employee in JABODETABEK. Results based on path coefficient testing on the inner model shows the t-statistics results for the Conventional Recruitment variable, which is 1.863 And P Values 0.062 stated No significant Because mark t-statistics > 1.96 ($1.863 > 1.96$) And P values ($0.062 < 0.05$), so test hypothesis 2 stated that Conventional Recruitment (X2) has no significant effect on Job Opportunities (Y) On Employee in JABODETABEK. Based on the results and conclusions of the research that has been carried out. So the following suggestions were made:

In this research entitled "Analysis of the Comparison of Employee Recruitment Methods Through Online Recruitment or e-Recruitment with Conventional Recruitment on Job Opportunities (Case Study of Employees in the JABODETABEK Area)" For future researchers, it is hoped that it can be developed by increasing the population and sample size , as well as modifying the indicators to make them more diverse. Also, it is hoped that future researchers will be able to re-evaluate the statements contained in the indicators, so that they can accurately represent a variable, and when testing validity or reliability they can produce valid or reliable output.

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