This is the great moment that I never think of especially before the internet popping worldwide, in this globalization era personal recruitment had become the most important step for an organization to select and choose the qualified candidates to fill in the empty position.

In this ongoing crisis where most of the organizations in their all way task to maintain survival from the downpour crisis, the efficiency and affectivity in all division has been heavily questioned. To accomplish the above requirement in an organization, the capable and tuff human resources will be needed. To recruit a capable and qualified employee with a tinier cost had become a great concern to the company. Thus, online recruitment method has been proposed hereof to the company.

The above phenomenon had drawn the writer attention to investigate whether there are improvement in effectiveness and efficiency of online recruitment if support by IT base recruitment policy and internet technology. The author believed that the online job recruitment would congregate both the employer and employee directly with low cost and in a short period of time consuming. The research was made by first setting the variables, they are the recruitment policy as first Independent variable, Internet using as second Independent variable, and Effectiveness and Efficiency of personal recruitment as dependent variable. The research was going by reviewing the relation of effectiveness aspect, the relation of efficiency aspect, the relation of easier and quicker aspect, and the relation of increasing candidate variation aspects. Ultimately the statistical analysis with the Regressions and Correlation analysis was applied to find out the final conclusion.