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Researcher,

ABSTRACT

From many years ago, recruitment process didn't really noticed by company. Companies that need employees just put job advertising on the printed media, and then people who want the job post their Curriculum Vitae or come to apply. And this is done by the department that need the employee or from the HR department. Sometimes the HR Department is only taking care of administration stuff for the employee which is making the HR Dept not fully function. And there is no standard procedure and facing many problems such as hiring the wrong people for the job. But the recruitment process is crucial because a company consists of employee and if the company having problem with recruiting process then it would be hard for the company to achieve its goal. So the problems with recruitment process here are analyzed from the HR department of company and using Soft System Methodology as the analyzing tools. And then building the business model for the HR recruitment process so that it can make some standard for the HR recruitment process itself so company can use the business model to improve their HR recruitment process.

Keywords: Business model, HR Recruitment Process, Soft System Methodology

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