

The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment

Hartomy Akbar Basory¹, Uki Yonda Asepta², Elisa Agustina Kinanti³, Michael Marshal Bintang Rossach⁴, Yuriko Prastiyo⁵

^{1,2}Lecturer in Management, Faculty of Economic and Business at Ma Chung University, Indonesia

^{3,4}Bachelor Student in Management, Faculty of Economic and Business at Ma Chung University, Indonesia

⁵Master Student in General and Strategic Management, Kazan Federal University, Russia

Email: ¹hartomy.akbar@machung.ac.id, ²uki.yonda@machung.ac.id, ³112010060@student.machung.ac.id, ⁴112010035@student.machung.ac.id, ⁵yurikoprastiyo1@gmail.com

KEYWORDS

New Employee Recruitment, Financial Management, Methods Spiderplot, Human Resources, Pharmaceutical Companies.

ABSTRACT

This research aims to produce a new design of employee recruitment for the position of store head or pharmacist and the financial management calculation design in recruitment at the XYZ branch in Surabaya. The object of research is a profitable business venture in the pharmaceutical field and establishes the procurement and sale of pharmaceutical needs to the general public with national standards in Indonesia. The research tests used the employee selection system as well as the company's financial budget design for recruitment with qualitative research methods. The research was analyzed using the spider diagram method as well as B.E.S.S.T, Basory's - Economic - Suggestions for Solutions to the Trouble – method as well as simple financial statements of employee recruitment. Based on this research, the spider diagram method can be an alternative for evaluating potential new employees to get the best candidates. This research produces a scientific novelty regarding six indicators of new employee recruitment, namely salary, social network, experience, education, communication, and capital, as well as generating efficiency and effectiveness in simple financial statements related to employee recruitment.

INTRODUCTION

Companies must be able to effectively manage and quickly oversee the utilization of their human resources. (Okoye & Ezejiolor, 2013) In the modern generation of globalization, there was huge adoption of statistics generation in numerous fields to be able to enhance the overall performance of preceding systems.(Mikalef, Krogstie, Pappas, & Pavlou, 2020) This is particularly important in the context of the implementation of free trade, which began in 2003.(Mikalef et al., 2020)

There is a tendency that most of the Human Resources still have low emotional intelligence, such as jealousy, which is divided among others, doesn't like to see other people succeed, puts each other down, and slander co-workers.(Erber & Erber, 2016) Because the problem complication of optimizing the performance of Human Resources, performance management that includes setting up and management is needed.(Kaliannan, Darmalingam, Dorasamy, & Abraham, 2023)

Therefore, to support an effective new employee candidate information system, it is necessary to design a more comprehensive database method so that it will be easier to process the required data and make a decision about whether or not to admission new employees. As the times develop, an alternative mapping of individual performance appraisals was introduced to public which is comparatively easier and also practical to execute.(McDavid, Huse, & Hawthorn, 2018)

In 2021-2022, the whole world in general and Indonesia, in particular, will have more than tens of thousands of branches of pharmaceutical pharmacy companies.(Rogers & Wynn-Moylan, 2022) One of the companies that attracted attention was PT XYZ. A company that is categorized as the best company in Indonesia with various company achievements owned by the highest Top Brand Award and one of the largest market capitalizations and has employee fundamentals, as well as good finances compared to other companies with the need for a touch of employee recruitment innovation that can help the effectiveness of recruitment duration. In March 2020, Indonesia was hit by the COVID-19 pandemic. This pandemic also has an impact on the performance of all companies including those in the healthcare industry.(Vrontis, El Chaarani, El Abiad, El Nemar, & Yassine Haddad, 2022) Companies must be able to manage and oversee the utilization of their human resources effectively and quickly.(Magableh & Al-Tarawneh, 2021) In the modern globalization generation of the 2021-2022 post-COVID-19 pandemic, there is a massive adoption of statistical generation in various fields to be able to improve the overall performance of the previous system. This is particularly important in the context of the implementation of free trade that began in 2003.(Mertins, Heisig, & Vorbeck, 2003)

There is a tendency that most Human Resources still have low emotional intelligence, such as envy, dislike to see others succeed, put each other down, and slander colleagues.(De Botton, 2019) Due to the complexity of the problem in optimizing the performance of Human Resources, performance management is needed, including setting up and managing it. Therefore, to support an effective new employee candidate information system, it is necessary to design a more comprehensive database method so that it will be easier to process the data needed and make decisions about whether or not to accept new employee candidates. Along with the times, an alternative individual performance assessment mapping was introduced which is relatively easier and more practical to do. This research is a development of several studies, one from (Ekwoaba, Ikeije, & Ufoma, 2015) states that good recruitment and selection criteria can improve organizational performance. Good criteria include the match between candidates and jobs, candidate skills and competencies, work experience, and the ability to adapt and collaborate with work teams. In addition, this journal also suggests that the use of technology in recruitment can improve the efficiency and effectiveness of recruitment. The research period chosen is 2021-2022 with the consideration that the covid pandemic occurred in 2020.

This how can be swallowed accidentally by any company or organization, both on a slight and large scale, namely the spider web method(Lin, Milligan, Wiebe, & Zhou,

2017). This method is able to provide the appraisal results on a test that is representative, accountable and reliable as well as able to minimize placement errors due to improper assessment (Bernardin & Wiatrowski, 2013). So that it can be lapsed as a fundamental for creation decisions about recruitment new employees. The practice comparison mapping among several indicators of each fellow with the company indicator standards required, so from this test, we can know whether the individual has met the company's standards or not. Starting from the surface above, the researcher is fascinated in taking a title according to the concentration of human resource management, HRM, and taking place in the company and society, the title: "The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment."

METHOD

The research method uses charts, analysis with the spider plot method to provide a clear picture of the research course being carried out, the research design is presented below. The charts are shown from the explanation above, make it easier to understand the research steps that have been planned, carried out, produced and displayed after coming, observing, designing and trying to implement. What is in that place is tried to be displayed through a chart, in addition to being displayed qualitatively or de jure.

The method of calculating financial management is used for several things, among others: it is used to provide information about the ability of the company to do financial efficiency at the focus of staff recruitment; to see the level of financial health of the enterprise. By analyzing the financial ratio, it can be seen how the level of financial health of a company is related to employee recruitment factors, so it is possible to analyze how long the company is able to survive and grow with the support of newly recruited employees.

RESULTS AND DISCUSSION

Company assessment standards

To carry out the employee recruitment process and fill the vacant leadership positions at XYZ Branch Office Surabaya. The object of research evaluates prospective employees who apply and have met the initial requirements. From several prospective employees, one person will be selected who will be recommended to the XYZ Head Office. In this study, the authors conducted direct tests on the samples and then analyzed them using the spider plot method as an alternative to the performance appraisal method which is relatively easy to understand and apply. The following are the results of individual assessment standards:

Table 1. Assessment Standard Results

Number	Description	Company Standard Score
1	The Salary Indicator	3.75
2	The Social Media Indicator	3.75
3	The Education Indicator	3.50
4	The Experience Indicator	3.75

5	The Communication Indicator	1.00
6	The Capital Indicator	5.00

Source: Primary data compiled by the authors

Research results

The results of this assessment will be tabulated in tabular form and presented in the form of spider plot mapping.(Wong, 2013) To make it easier for every reader to understand.vvv The presentation will be displayed with one example of prospective employee A who was accepted to work, so that proper results will be detected properly and correctly.(Newell, 2002)

Indicators analysis of the new employee recruitment selection score "prospective employee A"

Table 2. Mapping of new employee recruitment selection "prospective employee A"

Description	Standard Indicator	Prospective Employee A	Gap		Conclusion
The Salary Indicator	3.75	5.00	1.25	>Standards	Fulfill
The Social Media Indicator	3.75	2.50	-1.25	<Standards	Doesn't fulfill
The Education Indicator	3.50	3.35	-0.15	<Standard	Doesn't fulfill
The Experience Indicator	3.75	5.00	1.25	>Standard	Fulfill
The Communication Indicator	1.00	5.00	4.00	>Standard	Fulfill
The Capital Indicator	5.00	5.00	0	=Standard	Fulfill

Source: Primary data compiled by the authors

Based on the results table above, a comparative chart of the prospective employees mapping "A" with company standards can be made as follows:

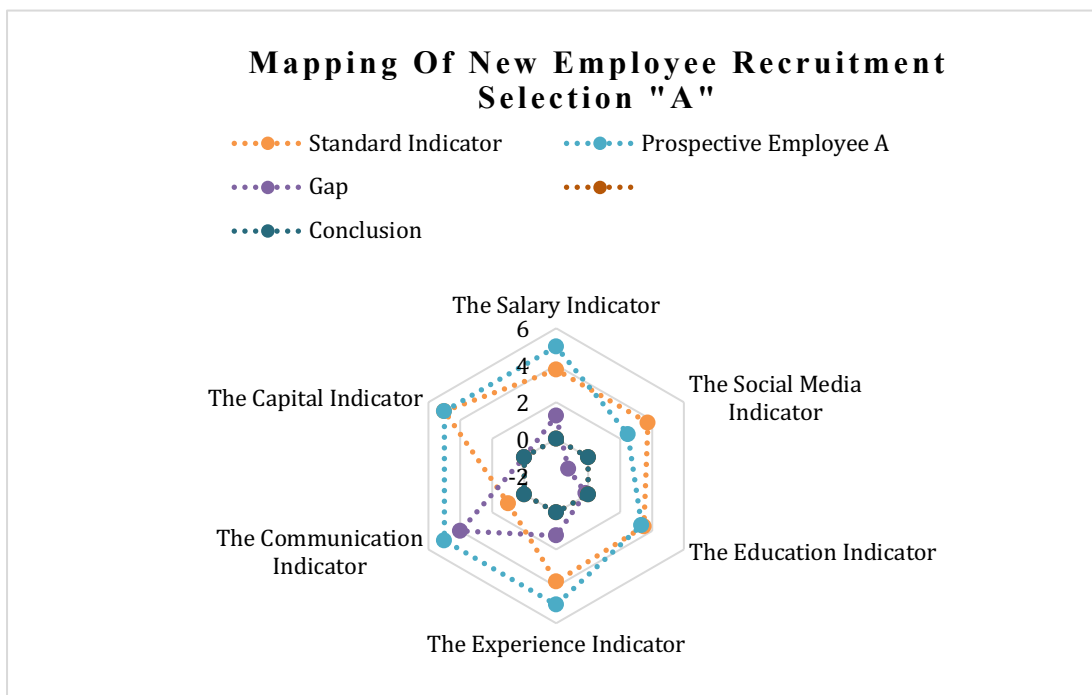


Figure 2. Mapping of new employee recruitment selection "A"

Based on Figure 2, it can be seen that prospective employee "A" has strengths and weaknesses. These advantages are in the indicators: Salary, Experience, Communication and Capital with Fulfillment status. Weaknesses in the indicators: Social Media and Capital with Doesn't fulfill status

Table 3. Financial Management Calculation in Recruitment

Institute Name of Psychology Department : Smile Consulting, West Jakarta - Online Test	
Type and Cost of Testing (per Person) (Indonesian Rupiah/IDR) :	
General Intelligence Test:	125,000
IQ test:	125,000
Personality Test:	125,000
Print Result Test:	15,000
Staff Interview Test:	50,000
Managerial Interview Test:	150,000
Total :	590,000

The recruitment tests cost	
HR Department with S.S.E.E.C.C indicators :	
Type and Cost of Testing (per Person) (Indonesian Rupiah/IDR) :	
Salary indicator :	0

Social Media indicator :	280,000	internet costs per month / 30 Mbps
Education indicator :	0	
Experience indicator :	0	
Communication indicator :	50,000	studycase for two employees as supporting actor
Capital indicator :	50,000	download BI checking
		Total : 380,000

Based on the third table, that the budget allocation using S.S.E.C.C can reduce the cost by 38% cheaper. Internet costs per month to view social media and draw data per candidate employee of 280,000 IDR using Indihome Provider with 30 Mbps, this internet data can also be used for daily office activities not specific to recruitment test. 50,000 IDR to pay two employees as supporting actors during the case study of Communication Indicators, can be used and can be eliminated or include non-fixed fees. 50,000 IDR to download data from Bank Indonesia checks on other private companies as intermediaries. Meanwhile, the test costs at a private agency, Smile Consulting, as the data are listed at :

<https://smileconsultingindonesia.com/price/#1664832746804-a472a699-b887> for five types of tests and the cost of printing test results is equivalent to 590,000 IDR.

CONCLUSION

In this research, the authors present and propose with prospective employees who have met the initial requirements as candidates for recommendations and hiring prospective employees for the position of branch leader/pharmacist. The following conclusions are presented and also proposed:

- a. The evaluation of prospective employees is more in a mapping system, so that the work process for the HRM section can be better, it is easier in the evaluation stage for prospective employees, then it is presented and it is proposed to select prospective employees for the position of branch leader. Supporting the information needs concerning of the new employee appraisal recruitment, the author presents and proposes using the Spider Plot Method system.
- b. Presenting and also proposing prospective employees who meet the standards for branch leadership positions, namely prospective employees "A".

Final Judgment and the accumulation of the best scores from all indicators is a series of stages in the new employee recruitment selection design. As stated above, it will still produce one candidate who is the best and selected.

Henceforward, there are six candidates for managerial level officers/pharmacists/ branch leader, however according to the instructions of the publisher, to facilitate the reading and understanding of the journal, it is recommended to present one candidate. Financial management calculation analysis on this study has several important functions that help in effective financial management, as follows:

1. Determine the budget for recruiting officers. With financial analysis, management can know the financial condition of the company and determine the corresponding budget jobdesc needed in the recruitment of employees.
2. Establish an employee development strategy. With financial analysis, management can know the company's financial performance and determine the employee development strategy that matches the financial conditions of the company.

REFERENCES

- Bernardin, H. John, & Wiatrowski, Michael. (2013). Performance appraisal. *Psychology and Policing*, 257.
- De Botton, Alain. (2019). *The school of life: an emotional education*. Penguin UK.
- Ekwoaba, Joy O., Ikeije, Ugochukwu U., & Ufoma, Ndubuisi. (2015). *The Impact of Recruitment and Selection Criteria on Organizational Performance*.
- Erber, Ralph, & Erber, Maureen. (2016). *Intimate relationships: Issues, theories, and research*. Psychology Press.
- Kaliannan, Maniam, Darmalinggam, Darshana, Dorasamy, Magiswary, & Abraham, Mathew. (2023). Inclusive talent development as a key talent management approach: A systematic literature review. *Human Resource Management Review*, 33(1), 100926.
- Lin, Jimmy, Milligan, Ian, Wiebe, Jeremy, & Zhou, Alice. (2017). Warchbase: Scalable analytics infrastructure for exploring web archives. *Journal on Computing and Cultural Heritage (JOCCH)*, 10(4), 1–30.
- Magableh, Aya Naser, & Al-Tarawneh, Jasem Taleb. (2021). The Effect of Information Systems for Human Resources on the Capability of Individual Innovation in Jordanian Companies: A Conceptual Review. *The Big Data-Driven Digital Economy: Artificial and Computational Intelligence*, 393–413.
- McDavid, James C., Huse, Irene, & Hawthorn, Laura R. L. (2018). *Program evaluation and performance measurement: An introduction to practice*. Sage Publications.
- Mertins, Kai, Heisig, Peter, & Vorbeck, Jens. (2003). *Knowledge management: concepts and best practices*. Springer Science & Business Media.
- Mikalef, Patrick, Krogstie, John, Pappas, Ilias O., & Pavlou, Paul. (2020). Exploring the relationship between big data analytics capability and competitive performance: The mediating roles of dynamic and operational capabilities. *Information & Management*, 57(2), 103169.
- Newell, John F. (2002). *Parmenidean irony*. University of Pittsburgh.
- Okoye, P. V. C., & Ezejiolor, Raymond A. (2013). The effect of human resources development on organizational productivity. *International Journal of Academic Research in Business and Social Sciences*, 3(10), 250.
- Rogers, Tony, & Wynn-Moylan, Peter. (2022). *Conferences and conventions: A global industry*. Routledge.
- Vrontis, Demetris, El Charani, Hani, El Abiad, Zouhour, El Nemar, Sam, & Yassine Haddad, Alissar. (2022). Managerial innovative capabilities, competitive advantage and performance of healthcare sector during Covid-19 pandemic period. *Foresight*, 24(3/4), 504–526.
- Wong, Dona M. (2013). *The Wall Street Journal guide to information graphics: The dos and don'ts of presenting data, facts, and figures*. WW Norton & Company.

Copyright holder:

Hartomy Akbar Basory, Uki Yonda Aseptia, Elisa Agustina Kinanti, Michael Marshal Bintang Rossach, Yuriko Prastiyo (2023)

First publication right:

Journal of Social Science

This article is licensed under:

