



**AN EXPLORATORY STUDY OF THE HUMAN RESOURCES
STRUCTURE AND RECRUITMENT STRATEGIES EMPLOYED
BY COMPANY H IN CHINA**

THESIS

Submitted as one of the requirements to obtain

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ABSTRACT

As one of the driving forces of social and economic development, various enterprises have internal human resources composition that is also an important factor in promoting enterprise development. The purpose of this study is to conduct an exploratory study of the human resources composition and recruitment strategies within Company H, and then draw a more practical solutions in order to help Company H better plan and implement recruitment work, and optimize and reform the composition of human resources. In the design process of this exploratory study, taking into account the different dimensional variables involved. The practicality of this research n still needs to be flexibly adjusted depending on the situation. It is hoped that through this study, a more complete systematic method for analyzing the internal human resources composition of an enterprise can be formed. Through research, try to understand the company's structure and, based on the current situation, put forward improvement suggestions and plans for problems in the recruitment process.

Keywords : Human resources, Employee recruitment, Recruitment channels

ABSTRAK

Sebagai salah satu penggerak pembangunan sosial dan ekonomi, berbagai perusahaan memiliki komposisi sumber daya manusia internal yang juga merupakan faktor penting dalam mendorong pengembangan perusahaan. Tujuan dari penelitian ini adalah untuk melakukan studi eksploratif tentang komposisi sumber daya manusia dan strategi perekrutan dalam Perusahaan H, dan kemudian menarik solusi yang lebih praktis untuk membantu Perusahaan H merencanakan dan melaksanakan pekerjaan perekrutan dengan lebih baik, dan mengoptimalkan dan mereformasi komposisi sumber daya manusia. Dalam proses desain studi eksploratif ini, dengan mempertimbangkan berbagai variabel dimensi yang terlibat. Kepraktisan penelitian ini masih perlu disesuaikan secara fleksibel tergantung pada situasinya. Diharapkan melalui penelitian ini, metode sistematis yang lebih lengkap untuk menganalisis komposisi sumber daya manusia internal suatu perusahaan dapat dibentuk.

Kata kunci: Sumber daya manusia, Rekrutmen karyawan, Saluran rekrutmen

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