

INTISARI

Penelitian ini bertujuan untuk mengetahui dan menganalisis proses rekrutmen dan seleksi serta *person-organizational fit* pada Jogja T-Shirt Omah Oblong Yogyakarta. Penelitian ini merupakan penelitian deskriptif dengan jenis data kualitatif dengan obyek penelitian yaitu Jogja T-Shirt Omah Oblong Yogyakarta, subyek penelitian yaitu SPG dan *guesta* Jogja T-Shirt. Teknik pengambilan sampel pada penelitian ini menggunakan snowball sampling. Teknik pengumpulan data menggunakan observasi terstruktur atau terencana, wawancara, serta triangulasi sumber. Teknik analisis data menggunakan reduksi data, penyajian data, serta penarikan kesimpulan.

Hasil penelitian yang dilakukan di Jogja T-Shirt dalam merekrut karyawan SPG dan *guesta* yaitu menggunakan dua sumber. Sumber internal dan sumber eksternal, serta menggunakan dua metode rekrutmen yaitu metode terbuka dan metode tertutup. Untuk proses seleksi yang digunakan oleh Jogja T-Shirt yaitu dengan mengajukan surat lamaran, melakukan wawancara dengan manager, pengambilan keputusan serta melakukan magang selama 1 bulan. Terdapat *person-organizational fit* dari perspektif *demands abilities fit*.

Kata Kunci: Rekrutmen, Seleksi, *Person-organizational fit*, SPG dan *guesta*, Jogja T-Shirt Omah Oblong Yogyakarta

ABSTRAK

This study aims to find out and analyze the recruitment and selection process and person-organizational fit in the Yogyakarta Omah Oblong T-Shirt. This research is a descriptive research with qualitative data types with the object of research is Jogja Omah Oblong Yogyakarta T-Shirt, the research subjects are SPG and Jogja T-Shirt guests. The sampling technique in this study used snowball sampling. Data collection techniques use candid or disguised observation, interviews, and source triangulation. Data analysis techniques using data reduction, data presentation, and conclusion.

The results of research conducted in Jogja T-Shirt in recruiting SPG employees and guests is to use two sources. Internal sources and external sources, and using two recruitment methods, namely open methods and closed methods. For the portion of selection used by Jogja T-Shirt, namely by submitting a cover letter, conducting an interview with the manager, making decisions and conducting an internship for 1 month. There is a person-organizational fit from the perspective of abilities fit demands.

Keywords: Recruitment, Selection, Person-organizational fit, SPG and guests, Jogja T-Shirt Omah Oblong Yogyakarta