

Abstract

The recruitment process is a critical component of organizational success, as it directly impacts the quality of hires and overall workforce performance. This study investigates the effectiveness of the recruitment process adopted by System Atizeha, a technology-driven organization. The research aims to evaluate the efficiency, impact, and challenges of the company's recruitment strategy, with a focus on the methods used to attract, screen, and select candidates.

Data was collected through a combination of employee surveys, interviews with HR personnel, and a review of recruitment-related metrics. The study assesses key elements of the recruitment process, including job postings, candidate sourcing, interview techniques, selection criteria, and onboarding procedures. The findings reveal that System Atizeha's recruitment process is largely effective in identifying qualified candidates, with a particular emphasis on utilizing digital tools and platforms for candidate sourcing. However, the study also identifies areas for improvement, such as streamlining the interview process, reducing time-to-hire, and improving communication with candidates during the selection process.

The research concludes with recommendations for enhancing the recruitment process, including the adoption of AI-driven recruitment tools for better candidate screening, optimizing interview panels for efficiency, and implementing a more structured onboarding process. This study offers valuable insights for System Atizeha to improve recruitment effectiveness and attract top talent, ensuring sustained organizational growth.