

ABSTRACT

The study found that the documentation requirements in the hiring process were widely agreed upon, with the majority of respondents affirming that these requirements ensured the accuracy and completeness of employee information collected during recruitment. Proper documentation is seen as a crucial factor in verifying and organizing employee data effectively. Additionally, respondents highlighted that the level of employee involvement in data management has a significant impact on trust in HR processes. When employees are actively engaged in managing their data, it fosters a sense of ownership and transparency, leading to increased trust in HR processes and data security measures. The findings emphasize the importance of both thorough documentation and employee participation in maintaining the integrity and security of employee information, thereby enhancing overall confidence in HR practices.