

e-ISSN: 2963-2129, p-ISSN: 2962-0562

DOI: <https://doi.org/10.38035/ijphs.v1i1>

Received: 4 December 2022, Revised: 29 December 2022, Publish: 1 January 2023

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## Determinant Attitude and Employee Recruitment: Analysis Psikotest, Assessment, Behavioral Event Interview and Experience (Study Literature)

Primadi Candra Susanto<sup>1</sup>, Naik Henokh Parmenas<sup>2</sup>, Ryan Firdiansyah Suryawan<sup>3</sup>, Irna Apriyani<sup>4</sup>

<sup>1</sup>Institut Transportasi dan Logistik Trisakti, Jakarta, Indonesia, email: [primachrp@gmail.com](mailto:primachrp@gmail.com)

<sup>2</sup>Kalbis Institut, Jakarta, Indonesia, email: [parmenas@kalbis.ac.id](mailto:parmenas@kalbis.ac.id)

<sup>3</sup>Sekolah Tinggi Penerbangan Aviassi, Jakarta, Indonesia email: [ryan.firdiansyah.1979@gmail.com](mailto:ryan.firdiansyah.1979@gmail.com)

<sup>4</sup>Universitas Mercu Buana, Jakarta, Indonesia email: [kiranairna27@gmail.com](mailto:kiranairna27@gmail.com)

Corresponding Author: Primadi Candra Susanto

**Abstract:** The purpose of this research is to find out what factors can influence the employee recruitment process, This article aims to review and synthesize a literature review related to attitudes, employee recruitment, psychological tests, assessments, and behavioural event interviews and to see the research results of the variables to be reviewed and whether there is an influence between one variable and another. This study uses a literature review by looking for references related to the variables of several international articles. This study provides an overview of the articles obtained by describing the influence between variables. The results of the study show that several variables have an influence on the evidence of exposure in a matrix. The employee recruitment study in this literature summary article explicitly focuses on supporting variables that can accelerate employee recruitment efficiently, namely attitudes, psychological tests, assessments, and behavioural event interviews.

**Keywords:** Employee Recruitment, Attitudes, Psychological Tests, Assessments, Behavioural Event Interview

### INTRODUCTION

Recruitment is the process of looking for and selecting candidates for a position or particular job. The first step is establishing professional talent who excel in recruiting, selecting, training, and developing potential employees. Finding quality talent is generally not easy. This process of equivocation is crucial in determining whether employees are leaving their jobs within the company. The first step in establishing professional human resources in

any company is to pay close attention to the recruitment, selection, training, and hiring processes.

Attitude refers to a person's attitude or behavior in dealing with other people, along with a tendency to act in accordance with that attitude. Attitude is also often associated with a person's mental alertness, which influences the person's activities and determines when to react to a situation that is meaningful to them. The characteristics of attitude vary widely, including an attitude that a person has carried since birth, a fixed attitude that cannot stand on its own, and has motivational and sentimental aspects. In principle, one can refine oneself to succeed on three important aspects, namely ability, knowledge and attitude. Between ability and knowledge can actually be honed through a lot of study, reading, and practice. However, attitude is a part that shapes your character and can be learned and trained. Attitude is very important in life, especially when it comes to the world of work

A psychological test is one that measures several facets of an individual's psychology. This examination of a person's cognitive and emotional talents may be delivered verbally, as a projective test, or in written form. When the test's goal is to gauge various ways in which a person's mental capacity and other supporting elements can vary, including accomplishments, competencies, personality, and intellect Behavioral inclinations, emotional states, cognitive abilities, and items that affect these tendencies are all used in a psychological test to determine a person's description. Therefore, in a psychological test, abilities are tested other than IQ. Before organizations accept a working relationship with a candidate, they can assess the suitability of the candidate.

Assessments allow organizations to determine whether a candidate will be able to perform their job well, as investing in underperforming talent can be costly. Interestingly, the exam also gives candidates the opportunity to rate the organization. Professional competence and behavioural competence are the two criteria taken into account by the recruiter to assess the suitability of a candidate for the position. Technical competence refers to specialized skills, talents and knowledge directly related to the activities of the profession itself (for example, the ability to use software, speak a language or use devices). Technical proficiency exams are a type of assessment that.

The Behavioral Event Interview is an interview technique in which candidates are asked to describe the experiences they have had in previous jobs. How to do this interview technique, View our explanation below. Interviews are an important process in the recruiting process. In this phase, recruiters (interviewers) and candidates (job seekers) will communicate directly with each other and answer questions and answers. Overall, the interview process is designed to provide deeper insight into the candidate's profile. In this way, the recruiter can determine if the candidate is suitable to fill the desired position/vacancy. When conducting interviews, recruiters can use several techniques, including behavioral event interviewing (BEI). This technique is very popular because it predicts the future performance of candidates.

Perhaps we often see job seeker companies that include "work experience" as one of the hiring requirements. There are usually people who need it, and there are also those who make the experience work as an added value. This experience is actually not only important during the selection process. Even when negotiating salaries, experience is also used as 'selling value' for candidates. The more experience, the more bargaining power, so the salary is higher

## **LITERATURE REVIEW**

This research method is a literature review that compares several existing theories and previous studies. In order to obtain the information and data necessary for this work, the following data collection techniques are used: Documents/Library, namely the technique of

collecting data by studying documents related to the problem under study. The data analysis technique in this study uses the method of analysis in a literature review using inductive thought patterns. The analysis process is carried out using data analysis techniques, which are content analysis, namely, through the detailed description phase, the nature, characteristics and substance of the data and the context, then the theoretical interpretation and the use of inductive logic, then a conclusion is drawn.

## RESEARCH METHODS

The purpose of writing this article is to review and summarize a literature review related to employee recruitment in multinational companies so that they know what factors can be used for an effective employee recruitment model, using different methods, attitude, assessment, psychological testing, assessment and work experience, the researchers attempt to read, analyze and summarize several literature reviews from several journals and other related sources of information to determine the strategy for implementing effective employee recruitment in an organization to understand. In this study, a literature review approach is used to achieve the research objectives. A recruiting mini-review is conducted by reading and analyzing multiple peer-reviewed journal articles.

## FINDINGS AND DISCUSSION

In companies, the hiring process is commonly done in a variety of ways, some using internal and external hiring. The management of employee recruitment begins with the evaluation of potential employee recruitment, psychological test results, evaluation results, and work experience evaluation, and generally goes through several stages until a company is qualified. There are several ways to do this. If the company itself acquires qualified workers, the company will be able to compete with similar competitors. In recruiting new employees, the role of evaluating prospective candidates, psychological test results, evaluation results, work experience evaluation, etc. is very important.

Attitude is very much needed in assessing whether a prospective employee can be accepted for work or not, many people have a good attitude as a determinant of being able to join the company, management must be able to see the attitude of people correctly so that the assessment is right on target. In an organization sometimes there are problems that must be resolved by deliberation, people who have this attitude can usually be problem solvers because they are mentally very strong in dealing with problems in the organization.

**Table 1.** Distribution Journal dan Publisher

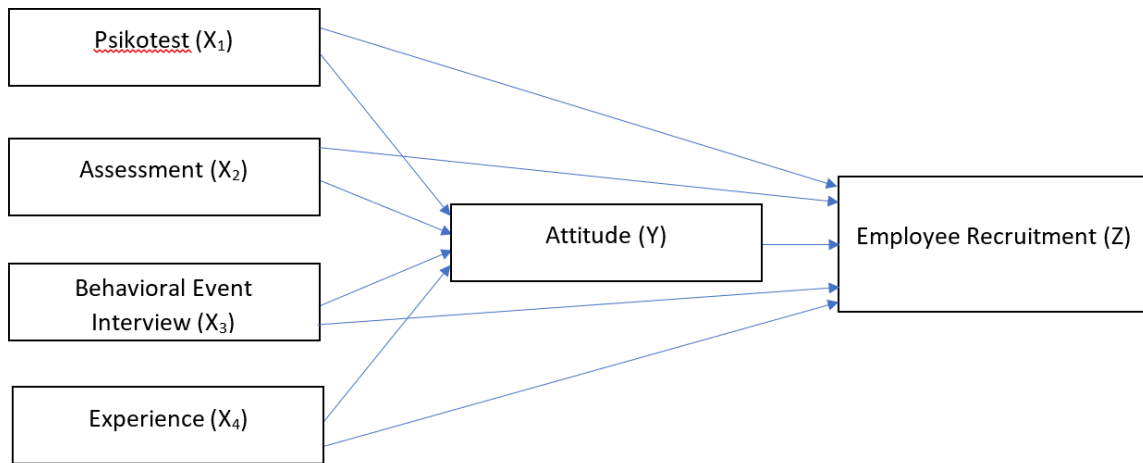
Numb	Name Article	Author	Journal	Publisher	Year
1.	Assessment of Human Exposure to Food Crops Contaminated with Lead and Cadmium in Owerri, South-eastern Nigeria	(Nwachukwu et al., 2022)	Journal of Trace Elements and Minerals	Elsevier	2022
2.	Assessment Of Prioritizing The Effective Factors On Human Resources Effectiveness (Case Study: Tehran Industrial Parks Organization)	(Pariav et al., 2018)	Data in Brief	Elsevier	2018
3.	The application of specialised management assistants in demand	(S. Wang et al., 2022)	Heliyon	Elsevier	2022

	forecasting of human resources				
4.	Welfare and quality of life assessments for shelter cats: A scoping review	(Lamon et al., 2021)	Applied Animal Behaviour Science	Elsevier	2023
5.	Evaluation Of Resources And Environmental Carrying Capacity Of Marine Ranching In China: An Integrated Life Cycle Assessment-Emergy Analysis	(Y. C. Wang & Du, 2023)	Science of the Total Environment	Elsevier	2011
6.	The Comparison Between The Effectiveness Of The Competency Based Interview And The Behavioral Event Interview	(Raisová, 2012)	International Scientific Journal Human Resources Management & Ergonomics	University of Zilinia Slovak Republic	2012
7.	How To Measure The Frequency And The Variety Of A Competency Portfolio Using Behavioural Event Interview	(Pizzi et al., 2015)	Rivista Italiana di Economia Demografia e Statistica	Sieds.It	2015
8.	Developing Students' Cultural Intelligence Through an Experiential Learning Activity: A Cross-Cultural Consumer Behavior Interview	(Kurpis & Hunter, 2017)	Journal of Marketing Education	Sage Publisher	2016
9.	Behavioral Event Interview Training To Improve Competency-Based Interview Skills In Psychology Student	(Pratiwi et al., 2021)	Conference of Medical Sciences Dies Natalis Faculty of Medicine Universitas Sriwijaya	Sriwijaya of University	2021
10.	Usefulness of hair analysis and psychological tests for identification of alcohol and drugs of abuse consumption in driving license regranting	(Lendoiro et al., 2018)	Forensic Science International	Elsevier	2018
11.	Assessment Structures In Psychological Testing	(Heller, 2019)	Journal of Mathematical Psychology	Elsevier	2015
12.	Research On Product Design Modeling Image And Color Psychological Test	(Kuo et al., 2022)	Display	Elsevier	2022
13.	Evaluation Of Select Neurophysiological, Clinical And Psychological Tests For Burning Mouth Syndrome	(Mendak-Ziólko et al., 2012)	Oral Medicine	Elsevier	2012
14.	Clinical Identification Of Psychogenic Nonepileptic Events Using Combinations Of Psychological Tests In A	(Webber et al., 2021)	Epilepsy & Behavior	Elsevier	2022

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Veteran Sample					
15.	Employees Recruitment: A Prescriptive Analytics Approach Via Machine Learning And Mathematical Programming	(Pessach et al., 2020)	Decision Support Systems	Elsevier	2020
16.	Employee recruitment: Current knowledge and important areas for future research	(Breaugh, 2008)	Human Resource Management Review	Elsevier	2008
17.	Technology adoption in employee recruitment: The case of social media in Central and Eastern Europe	(El Ouiridi et al., 2016)	Computers in Human Behavior	Elsevier	2016
18.	Effects of employer management on employee recruitment, satisfaction, engagement, and retention on large US dairy farms	(Moore et al., 2020)	American Dairy Science Association®	Elsevier	2020
19.	Employee recruitment and job search: Towards a multi-level integration	(Acikgoz, 2019)	Human Resource Management Review	Elsevier	2019
20.	Attitude Changes, Modelling Travel Behaviour, And Ex Ante Project Evaluations	(van Wee & Kroesen, 2022)	Transportation Research Interdisciplinary Perspectives	Elsevier	2022
21.	Attitudes And Beliefs Regarding The Use Of Herbs And Supplementary Medications With Covid-19: A Systematic Review	(Soltani et al., 2022)	Research in Social and Administrative Pharmacy	Elsevier	2022
22.	The impact of brand equity on employee attitudes	(Ertz et al., 2022)	European Management Journal	Elsevier	2022
23.	Predicting Consumers' Purchase Intention Through Fast Fashion Mobile Apps: The Mediating Role Of Attitude And The Moderating Role Of Covid-19	(Pop et al., 2023)	Technological Forecasting & Social Change	Elsevier	2022
24.	Who's included and who's not? An analysis of instruments that measure teachers' attitudes towards inclusive education	(Kielblock & Woodcock, 2023)	Teaching and Teacher Education	Elsevier	2022

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**Source: Novelty Picture of Research  
Picture 1. Conceptual Framework**

### CONCLUSION AND RECOMMENDATION

In conclusion, never hire unqualified people as it would bring setbacks to the business, many skilled employees can be empowered to develop the business in a better direction, the role of a leader is to supervise so that the process of recruitment is effective, and the company can provide employees with well-being so that employees are not themselves.

It is recommended that each company before accepting new employees go through the process of hiring employees who can later develop companies, in terms of the initial expenditure to be borne by human capital is an attitude assessment, psychological test results, evaluation results, during the interviews it is mandatory to use the BEI technique and see his work experience. Is it the same level as the field you are applying for, Companies will get their best employees if all processes are going well and vice versa and companies will get unskilled employees if recruitment is based on interviews only, after the company has acquired quality employees, it is mandatory to provide training to employees so that their proficiency increases and errors are minimized while working. The depth of this literature review is an example for future research with modelling methods that can be used by other researchers.

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