



PARITY RELATIONSHIP OF JOB RECRUITMENT TEST SCREENING RESULTS WITH THE REALITY OF EMPLOYEE WORK

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Abstract

Screening test is an evaluation model to find out or check a person against criteria certain criteria. This test can be done in several situations. The reality is that often prospective workers feel difficulty or difficulty in carrying out their work. Compulsion is formed because living it is not in accordance with expectations or expectations. The approach used in this study uses a qualitative approach that describes the relationship between the two variables. The results of the study were that dapat there was a relation parity between screening tests and the reality of work by 11 respondents or 46%. There were 3 respondents who did not have parity or sebesar 12%. The rest did not answer at the time of screening tests amounted to 10 respondents or 41%. The parity relationship occurs one of the factors is a strong desire or optimism towards what is desired. Respondent 12% of respondents who do not have parity is due to distrust of something desired/with the ability.

Keywords: *Screening Test, Reality Of Work, Employee*



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INTRODUCTION

The development of science and technology must be a positive part as a means to facilitate various forms of activities carried out by humans. We must know that science was created by humans themselves. (Haris, 2017) The creation

of science and technology was created by humans to benefit humans themselves. In this case, humans are an important factor in every organization. And this is very closely related between humans and organizations and the technology that supports them. A company is a form of organization consisting of a community that is useful for meeting human needs. The company's goal is to obtain profits for the company's continuity so that the company carries out a series of activities as well and as efficiently as possible. (Lestari, 2018) In achieving goals, humans are one of the production factors that must be present and must be of high quality.

Screening test is an evaluation model to find out or check a person against kriteria certain criteria. Tes This test can be done in several situations. The situation of health, education, and recruitment of workers. Screening tests in the realm of hiring workers are usually used to quickly evaluate the skills, knowledge, and abilities of prospective workers secara cepat. In addition to these uses test, this test is also used to identify compliance with the needs of the company. Tes Skill tests are usually to find out the specifications kemampuan of the worker's abilities as needed. (Suntari & Wahyuni, 2020) Tes personality tests are useful for evaluating the candidate's personality value compatibility with budaya company/work culture. Tes Cognitive tests are useful to find out how agile the candidate is in solving problems. (Kumala et al., 2023)

One thing that is no less important is knowing the candidate's interest in being in the desired job position. Of course, this position must first be known by the company regarding the candidate's wishes so that they are willing and comfortable in carrying out their work. (Bayu Hermawan Adi Pratama, 2018) Job candidates certainly have an idea of the job they expect, both in terms of the form of their company and their job position - in the field or in the office -.

The reality is that often prospective workers feel difficulty or difficulty in carrying out their work. Compulsion is formed because living it is not in accordance with expectations or expectations. Therefore, it is important for prospective workers to know the initial description of the job and the company that is expected dalam to work. (Nisa Hermawati, 2014) Pursue referring to the statement and the fact that researchers explore lebih further screening tests in relation to work positions at the level of knowledge and understanding as well as the desire of prospective workers to occupy posisi work positions and companies that are expected. (Arif Rachman Putra et al., 2022) This study has a distinction with research previous studies. In research previous studies, there was a lot of talk about the results of tests carried out in very fast period of time, with a range of one or two days with the results already can known, but in this study it need took up to three years. (Soeharto, 2010) this long time ini by give

asking questions about the wishes of prospective workers while still studying education and knowing the results after completion of go through Education. This study gives an idea of the parity keinginan of initial desires with reality in the acquired work. The researcher formulated the research question, Is there a relationship between the parity of the screening test and the position chance of job opportunities? How does the parity of screening tests and job positions occur?

METHOD

This study uses a qualitative approach. Qualitative approach in question is to describe the research problem by using surveys and observations directly. In addition to surveys and observations, researchers also use interviews and studi literacy studies as a theoretical based. This study was conducted over a period of three years. Starting year in 2021, researchers collected data from 24 correspondents. The correspondent researchers give tes a quick test in the form of questions relating to the desire and expectations of respondents to work in a place like what and how the criteria. After 3 years, on January 1, 2023, the researcher checked back to the correspondent about the workplace and the work currently being done. This research was conducted at the Indonesian Institute of Education and professional development Majalengka branch.

RESULTS AND DISCUSSION

The following data researchers obtained from questions such as whether the company is expected by you when working? In addition to these questions, the researcher also outlined the job position that is currently ini being done precisely on January 1, 2023,

Narasumber	Jawaban	Posisi kerja
1	Banking and textile	Bina Artha (AO)
2	Company field production (shoes, fashion)	Perusahaan Garmen Bintang Baru Sukses (Admin)
3	International Company	Sing Welth Textile (Admin)
4	a Company has many employees and income of the large	Dealer Suzuki Motor Majalengka (Selles)
5	Companies which have a promising career	Bina Artha (AO)
6	did not answer	Perusahaan Garmen Bintang Baru Sukses (Admin)
7	Company based sharia	Sing Welth Textile (Admin)

8	did Not answer	BTPN Syariah (Admin)
9	No answer	Auto 2000 Majalengka (Selles)
10	Banking, telkom, and industry	BTPN Syariah (Admin)
11	Banking into CS	BTPN Syariah (Admin)
12	don't answer	Multi Inti Parahiyangan (Admin Gudang)
13	the Distance is not too far from home	Multi Inti Parahiyangan (Admin Gudang)
14	technology Companies	Bina Artha (AO)
15	did Not answer	Auto 2000 Majalengka (Selles)
16	Not answered	Bina Artha (AO)
17	Not answered	Bina Artha (AO)
18	Companies that allow using hijab	BTPN Syariah (Admin)
19	Companies that are close to the house	Sing Welth Textile (Admin)
20	No criteria	BFI Finance Majalengka
21	Companies that allow using hijab	Sing Welth Textile (Admin)
22	do Not answer	Perusahaan Garmen Bintang Baru Sukses (Admin)
23	Not answered	Dealer Suzuki Motor Majalengka (Selles)
24	does Not answer the	Bintang Baru Sukses (Admin)

The Data tersebut can be seen that nilai paritas the correspondent parity value is as follows;

Suitable	Not Suitable	Don't Know
11	3	10
46%	12%	41%

The Data shows that 11 respondents have parity between the desire to work in the sector and the expected position with the current job you get. A total of 3 respondents did not have parity between the expectation of working in the desired sector and the place of work or current position. A total of 10 respondents did not answer secara explicitly about the workplace and the desired job position, this certainly can not answer the question at the time of the current job position and workplace.

How does parity and non -parity tersebut occur? To find out this, the researchers opened the results of screening tests on the question of the advantages and disadvantages of each correspondent. The average that has parity between the desire to work on position and place when tested in 2021 has an always optimistic answer. While those who do not have a parity relationship results answered no confidence.

The study can be seen that can not reflect the parity of 100% of the expected. It can be seen that the results of screening tests that have parity with the reality of work amounted to 11 respondents out of 24 respondents. This condition is certainly influenced by many factors especially in the next 3 years. In addition, the data also resulted in an interesting with the emergence of respondents who did not answer but could still work in companies 10 with 10 respondents. Responden those who do not respond to this answer are more likely to be ignorant or resigned.

CONCLUSION

Based on the results of the research conducted, it can be concluded that 1. There is a parity relationship between screening tests and work reality for 11 respondents or 46%. There were 3 respondents who did not have parity or 12%. The remainder did not answer during the screening test, amounting to 10 respondents or 41%. 2. One factor in this parity relationship is a strong desire or optimism for what is desired. 3. The 12% of respondents who did not have parity were more likely due to lack of self-confidence in what they wanted/had their abilities.

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