

## Pre-employment screening sebagai strategi pencegahan pemalsuan dokumen di PT. ITG = Pre-employment screening as a strategy for preventing documents falsification at PT. ITG

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### Abstrak

#### <b>ABSTRAK</b><br>

Tulisan ini membahas tentang penerapan pre-employment screening sebagai strategi pencegahan pemalsuan dokumen di PT. ITG. Maraknya praktik pemalsuan dokumen yang dilakukan pada tahap rekrutmen membuat perusahaan perlu berhati-hati agar tidak merekrut orang yang salah. Peneliti melakukan analisis menggunakan teori pencegahan kejahatan dengan pendekatan situasional, yang mana dilakukan berdasarkan 25 teknik dalam pencegahan kejahatan situasional. Tulisan ini menggunakan pendekatan kualitatif dengan metode penelitian studi kasus, yang mana temuan data berasal dari hasil wawancara mendalam, observasi, dan data-data sekunder. Hasil dari penelitian ini menunjukkan bahwa pre-employment screening dapat dijelaskan melalui 4 dari 25 teknik dalam pencegahan kejahatan situasional yang dikemukakan oleh Clarke & Cornish (2002). Teknik-teknik tersebut, yaitu target hardening dan access control yang merupakan penjabaran dari prinsip increasing the effort, serta formal surveillance dan informal/employee surveillance yang merupakan penjabaran dari prinsip increasing the risk of detection. Penerapan strategi pre-employment screening dapat mengurangi pemalsuan dokumen di PT. ITG serta dapat menghindari perusahaan dari merekrut orang yang salah karena kelalaian dalam proses rekrutmen. Namun, beberapa kelemahan dari pre-employment screening juga perlu dipertimbangkan.

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#### <b>ABSTRACT</b><br>

This thesis discusses the implementation of pre-employment screening as a strategy of preventing documents falsification at PT. ITG. The trend of documents falsification in recruitment processes had warned the companies to be careful of recruiting the wrong person. Researcher conducted analysis using crime prevention theory with situational approach, which were based on 25 techniques on situational crime prevention. This thesis uses qualitative approach with case study as the research method. The datas were gathered by using in-depth interviews with four interviewees, observations, and secondary data. The results of this thesis indicated that pre-employment screening can be explained through 4 of 25 techniques in situational crime prevention proposed by Clarke & Cornish (2002). Those techniques were target hardening and access control, which were elaborated from increasing the effort principle, as well as formal surveillance and informal/employee surveillance which were elaborated from increasing the risk of detection principle. The implementation of pre-employment screening could reduce the documents falsification at PT. ITG, and also could help to avoid the company from hiring the wrong person due to negligence hiring process. However, some disadvantages of pre-employment screening also need to be considered.