

# Analisis Tahapan Rekrutmen Dan Seleksi Personil Tentara Nasional Indonesia Yang Bertugas Untuk Multidimensional Integrated Stabilization Mission In The Central African Republic (MINUSCA) Tahun 2021 = Analysis of the Stages of Recruitment and Selection of Indonesian National Armed Forces Personnel in charge of the Multidimensional Integrated Stabilization Mission In The Central African Republic (MINUSCA) Year 2021

Angga Wijaya, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20520269&lokasi=lokal>

---

## Abstrak

Indonesia termasuk negara yang menyumbang personil TNI sebagai pasukan pemeliharaan perdamaian PBB yang dikenal dengan sebutan the blue helmet. Penelitian ini bertujuan untuk menganalisis kualitas tahapan rekrutmen dan seleksi personil Tentara Nasional Indonesia yang bertugas untuk Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA). Menggunakan pendekatan post positivism dengan metode penelitian mixed method, hasil analisis menunjukkan perlunya upaya peningkatan kualitas tahapan rekrutmen dan seleksi personil TNI yang terdiri dari identifikasi kebutuhan, pencarian kandidat, penyaringan kandidat potensial, dan wawancara seleksi. Untuk meningkatkan kualitas dari proses tahapan rekrutmen dan seleksi, perlunya perhatian khusus pada sejumlah faktor kunci keberhasilan baik dilihat dari perspektif pemberi kerja maupun perspektif kandidat.

.....Indonesia is a country that contributes TNI personnel as a UN peacekeeping force known as the blue helmet. This study aims to analyze the quality of the stages of recruitment and selection of Indonesian National Army personnel assigned to the Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA). Using a post positivism approach with a mixed method research method, the results of the analysis show the need to improve the quality of the recruitment and selection stages of TNI personnel, which consists of identifying needs, searching for candidates, screening potential candidates, and selecting interviews. To improve the quality of the recruitment and selection process, it is necessary to pay special attention to a number of key success factors, both from the perspective of the employer and the perspective of the candidate.