

ABSTRACT

To properly manage a company's human resources nowadays, businesses must consider the hiring process and the impact of their operational decisions. Concentrating on organizational culture is one way to get over them. In this study, we will examine how Organizational Culture affects the organization's Recruitment Process. Five proxies for measuring the success of the company's Recruitment Process are Organizational Culture components— Communication (X1), Motivation (X2), Organizational Characteristics (X3), Organizational Structure (X4), and Leadership Style (X5), may be used to assess the Organizational Culture.

The local and multinational companies from PT. Impact Power Mandiri clients as Human Resource Consultants made up the sample for this study. Primary data from the questionnaires and secondary data were utilized to select the sample, consisting of 70 respondents; most were 21-30 years old. In this work, panel data are subjected to multiple linear regression analysis with IBM SPSS Statistics 25.

The study's conclusions show that the independent variables of Communication, Motivation, Organizational Characteristics, Organizational Structure, and Leadership Style each favorably impact the Recruitment Process of the organization.

Keywords: Recruitment Process, Communication, Motivation, Organizational Characteristics, Organizational Structure, and Leadership Style