

TABLE OF CONTENTS

APPROVAL OF RESEARCH.....	ii
EXAMINATION COMPLETION APPROVAL	iii
STATEMENT OF ORIGINALITY	iv
MOTTO AND DEDICATION	v
ABSTRACT	vi
ABSTRAK	vii
ACKNOWLEDGEMENTS	viii
LIST OF TABLES	xii
LIST OF FIGURES	xiii
LIST OF ABBREVIATIONS	xiv
CHAPTER I.....	1
1.1 Research Background.....	1
1.2 Problem Formulation.....	6
1.3 Research Questions	7
1.4 Research Purposes	8
CHAPTER II.....	10
2.1 State of The Art	10
2.1.1 Recruiting Talents in Human Resource Management	11
2.1.2 Traditional Recruitment Method	12
2.1.3 Online Recruitment Method	18
2.1.4 Cost-effective recruitment	23
2.1.5 Recruitment Around The World	25
2.2 Theoretical Review.....	27
2.2.1 Cost-Effective Analysis	27
2.2.2 Human Capital Theory.....	29
2.2.3 Human Capital Theory in Cost-Benefit Analysis	30
2.3 Research Framework.....	33
CHAPTER III	35
3.1 Approach to Qualitative Research and Rationale of The Research	35
3.2 Population and Sample Strategy.....	36
3.3 Interview Protocol	37
3.4 Data Collection Procedure.....	39

3.5 Data Analysis	40
3.6 Validity and Reliability of The Research	42
CHAPTER IV	44
4.1 Informant Demographic	44
4.2 Themes and Sub-themes.....	45
4.2.1 Informant 1: Agatha.....	46
4.2.2 Informant 2: Ismi	53
4.2.3 Informant 3: Rafi	64
4.2.4 Informant 4: Abner	69
4.2.5 Informant 5: Risky	75
4.2.6 Informant 6: Arry.....	83
4.2.7 Informant 7: Seto	90
4.2.8 Informant 8: Naila.....	96
4.2.9 Informant 9: Mrs. T	104
4.3 Discussion	110
4.3.1 Recruitment Method in the Implemented Strategies	110
4.3.2 A Comparison Between the Reliabilities and Constraints.....	113
4.3.3 Cost Analysis	121
4.3.4 Recruitment Outcomes Analysis	123
4.3.5 Deciding the Best Strategy to Use	124
CHAPTER V.....	131
5.1 Conclusion.....	131
5.2 Significant of Research.....	133
5.3 Limitations of Research.....	133
5.4 Suggestion	134
REFERENCES.....	128
APPENDIX 1	128
APPENDIX 2.....	128
APPENDIX 3.....	131