

## REFERENCES

- Acikgoz, Y. (2019). Employee recruitment and job search: Towards a multi-level integration". *Human Resource Management Review*, 29, 1–13.
- Adeosun, O. T., & OHIANI, A. S. (2020). Attracting and recruiting quality talent: firm perspectives. *Rajagiri Management Journal*, 14(2), 107–120. <https://doi.org/10.1108/RAMJ-05-2020-0016>
- Aggerholm, H. K., & Andersen, S. E. (2018). Social Media Recruitment 3.0: Toward a new paradigm of strategic recruitment communication". *Journal of Communication Management*, 22(2), 122–137. <https://doi.org/10.1108/JCOM-11-2017-0131>
- AlYahmady, H. H., & Al Abri, S. S. (2013). Using Nvivo for Data Analysis in Qualitative Research. *International Interdisciplinary Journal of Education*, 2(2), 181–186. <https://doi.org/10.12816/0002914>
- Amos, T., Ristow, A., & Pearse, N. J. (2009). *Human resource management*. Juta and Company Ltd.
- Anderson, C. A. M., Beresford, S. A. A., Lampe, J., Knopp, R. H., & Motulsky, A. G. (2007). Enhancing recruitment of healthy African American volunteers in a city with a small African American community: results from a dietary supplement crossover trial". *Ethnicity and Disease*, 17(3), 555–559.
- Andersson, N. (2003). Applicant and recruiter reactions to new technology in selection: A critical review and agenda for future research. *International Journal of Selection and Assessment*, 11(2–3), 121–136.
- Arthur, D. (2004). *Fundamentals of Human Resources Management* (4th ed.). American Management Association.
- Banalieva, E. R., Tihanyi, L., Devinney, T. M., & Pedersen, T. (2015). Introduction to Part II: Emerging Economies and Multinational Enterprises". In *Emerging Economies and Multinational Enterprises (Advances in International Management* (Vol. 28, pp. 43–69). Emerald Group Publishing Limited. <https://doi.org/10.1108/S1571-502720150000028006>
- Barros, R. C., Basgalupp, M. P., Freitas, A. A., & ACPLF, C. (2014).

- Evolutionary design of decision-tree algorithms tailored to microarray gene expression data sets. *IEEE Trans Evolut Comput*, 18(6), 873–892.
- Bergman, S. A., & Logan, T. D. (2016). The effect of recruit quality on college football team performance. *Journal of Sports Economics*, 17(6), 578–600.
- Bhupendra, S. H., & Swati, G. (2015). Opportunities and challenges of e-recruitment". *Journal of Management Engineering and Information Technology*, 2(2), 1–4.
- Bliss, L. A. (2016). Phenomenological Research : Inquiry to Understand the Meanings of People ' s Experiences. *International Journal of Adult Vocational Education and Technology*, 7(3), 4. <https://doi.org/10.4018/IJAVET.2016070102>
- Boardman, A., Greenberg, D., Vining, A., & Weimer, D. (2011). *Cost Benefit Analysis: Concepts and Practice*. Pearson Education, Inc.
- Bondarouk, T., Marsman, E., & Rekers, M. (2014). HRM, technology and innovation: new HRM competences for old business challenges?". *Human Resource Management, Social Innovation and Technology Advanced Series in Management*, 14, 179–215.
- Bouton, K. (2015). Recruiting for cultural fit". *Harvard Business Review*. <https://hbr.org/>
- Bratton, J., & Gold, J. (2007). *Human Resource Management: Theory and Practice* (4th ed.). Palgrave Macmillan.
- Breaugh, A. J. (2008). Employee recruitment: Current knowledge and important areas for future research. *Human Resource Management Review*, 18, 103–118.
- Breaugh, J. A. (2009). *Recruiting and Attracting Talent: A Guide to Understanding and Managing the Recruitment Process*, Strategic Human Resource Management Foundation.
- Brouer, R., Badawy, R., & Stefanone, M. (2022). Social media and recruitment: examining (counter) productive diversity messages". *Organization Management Journal*, 19(1), 34–43. <https://doi.org/10.1108/OMJ-09-2020-1029>

- Bryman, A., & Bell, E. (2011). *Business research methods* (3rd ed.). Oxford University Press.
- Bukartaite, R., & Hooper, D. (2023). Automation, artificial intelligence and future skills needs: an Irish perspective". *European Journal of Training and Development*, 47(10), 163–185. <https://doi.org/10.1108/EJTD-03-2023-0045>
- Burt, C. D., & Stevenson, R. J. (2009). The relationship between recruitment processes, familiarity, trust, perceived risk and safety. *Journal of Safety Research*, 40(5), 365–369.
- C.I.P.D. (2009). *E-Recruitment, Factsheet February*.
- Cannon, J. (1979). *Cost effective personnel decisions*.
- Carroll, M., Marchington, M., Earnshaw, J., & Taylor, S. (1999). Recruitment in small firms: Processes, methods and problems. *Employee Relations*, 21(3), 236–250.
- Carter, N., Bryant-Lukosius, D., Dicenso, A., Blythe, J., & Neville, A. J. (2014). The use of triangulation in qualitative research. *Oncology Nursing Forum*, 41(5), 545–547. <https://doi.org/10.1188/14.ONF.545-547>
- Cassidy, M. M., & McAllister, B. J. (2016). Practical Steps to Mitigate Corruption Risks in Hiring. *Bus. L. Today*, 1.
- Christensen, T., Riis, A. H., Hatch, E. E., Wise, L. A., Nielsen, M. G., Rothman, K. J., & Mikkelsen, E. M. (2017). Costs and efficiency of online and offline recruitment methods: a web-based cohort study". *Journal of Medical Internet Research*, 19(3), 58.
- Cole, G. A. (2005). *Personnel and Human Resources Management* (5th ed.).
- Decenzo, D. A., & Robbins, S. P. (1994). *Human resource management: Concepts and practices*.
- Dessler, G. (2020). *Human resource management sixteenth edition*. Pearson International Edition.
- Dhamija, P. (2012). E-recruitment: a roadmap towards e-human resource management. *Researchers World*, 3(3), 33.
- Dorfman, R. (1996). Why benefit-cost analysis is widely disregarded and what to do about it". *Interfaces*, 26(5), 1–6.

- Ekwoaba, J. O., Ikeije, U. U., & Ufoma, N. (2015). The impact of recruitment and selection criteria on organizational performance”. *Global Journal of Human Resource Management*, 3(2), 22–33.
- Fisher, R., McPhail, R., You, E., & Ash, M. (2014). Using social media to recruit global supply chain. *International Journal of Physical Distribution and Logistics Management*, 44, 635–645.
- Fleischhauer, K.-J. (2007). A Review of Human Capital Theory: Microeconomics. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.957993>
- Fred, M. O., & Kinange, U. M. (2018). Effectiveness of e-recruitment in organization development”. *Management and Economic Journal*, 294–301.
- Goddard, C. (2011). *Semantic analysis: A practical introduction*. Oxford University Press.
- Gupta, R., & Bagga, N. (2022). How do skilled workers find jobs in India?: an assessment study of employment exchanges in India". *Journal of Economic and Administrative Sciences*, ead-of-print No. ahead-of-print. <https://doi-org.proxy.undip.ac.id/10.1108/JEAS-10-2022-0234>
- Hacker, C. (1997). The cost of poor hiring decisions ... and how to avoid them. *HR Magazine*, 45(1), 28–35.
- Hansen, D. R., & Mowen, M. M. (2007). *Managerial accounting* (8th ed.). Thomson Wouth-Western.
- Harris, M. (1997). *Human resource management: A practical approach*.
- Hejazi, R., Ghanbari, M., & Alipour, M. (2016). Intellectual, human and structural capital effects on firm performance as measured by Tobin’s Q”. *Knowledge and Process Management*, 23(4), 259–273.
- Hitch, & McKean. (1960). *The Economics of Defense in the Nuclear Age*. Harvard University Press.
- Holm, A. B. (2012). E-recruitment: towards a ubiquitous recruitment process and candidate relationship management”. *Electronic Human Resource Management: Transformation of HRM?*, 26(3), 241–259.
- Horton, J., Macve, R., & Struyven, G. (2004). Qualitative research: experiences in using semi-structured interviews. In *The real life guide to accounting*

- research (pp. 339–357). Elsevier.
- India, S. H. R. M. (2017). *Referral system: reshaping the talent acquisition scenario*". <https://www.shrm.org/shrm-india/pages/india-referral-system-reshaping-the-talent-acquisition-scenario.aspx>
- Joffe, H. (2011). *Thematic analysis. Qualitative research methods in mental health and psychotherapy: A guide for students and practitioners* (pp. 209–223).
- Johansson, J., & Herranen, S. (2019). *The application of artificial intelligence (AI) in human resource management: Current state of AI and its impact on the traditional recruitment process*.
- Kaczmarek, T., Kowalkiewicz, M., & Piskorski, J. (2005). Information extraction from CV. *In Proceedings of the 8th International Conference on Business Information Systems*, 3–7.
- Kinderen, R. J. A., Wijnen, B. F. M., Evers, S. M. A. A., Hiligsmann, M., Paulus, A. T. G., Wit, G. A., & Smit, F. (2019). Social cost-benefit analysis of tobacco control policies in The Netherlands". *European Journal of Public Health*, 29(4), 185–793.
- Klinvex, K. C., O'Connell, M. S., & Klinvex, C. P. (1999). *Hiring great people*. Briefcase Books (Paperback).
- Kunsmann, T. (2020). Social recruiting statistics and the impact on hiring top talent. *Everyone Social*. <https://everyonesocial.com/blog/social-recruiting-statistics/>
- Langdrige, D. (2007). *Phenomenological Psychology: Theory, Research, and Method* (P. E. Harlow (ed.)). <https://doi.org/10.1037/10521-050>
- Levin, H. M., & McEwan, P. J. (2001). *Cost-effectiveness analysis: Methods and applications* (Vol. 4).
- Loh, E. S. (1994). Employment probation as a sorting mechanism. *ILR Review*, 47(3), 471–486.
- Lopez, D., & Sigris, L. (2017). A centralized UFLS scheme using decision trees for small isolated power systems. *IEEE Latin Am Trans*, 15(10), 1888–1893.
- Madia, S. (2011). Best practices for using social media as a recruitment strategy.

- Strategic HR Review*, 10(6), 19–24.
- Malterud, K., Siersma, V. D., & Guassora, A. D. (2016). Sample Size in Qualitative Interview Studies: Guided by Information Power. *Qualitative Health Research*, 26(13), 1753–1760. <https://doi.org/10.1177/1049732315617444>
- Männasoo, K., Hein, H., & Ruubel, R. (2018). The contributions of human capital, R&D spending and convergence to total factor productivity growth”. *Regional Studies*, 52(12), 1598–1611.
- Mayo, A. (2001). *The Human Value of the Enterprise – Valuing People as Assets – Monitoring, Measuring*. Managing, Brealey Publishing.
- Mercer LLC. (2019). *HR 2025: TALENT, TECHNOLOGY AND TRANSFORMATION*. [www.mercer.com](http://www.mercer.com).
- Moorthi, P. (2010). *The Art Of Human Resource Management*. CLJ Publications.
- Mudefi, S., Ruma, Z., Akbar, A., Hasbiah, S., & Kurniawan, A. W. (2023). The Influence of Employee Recruitment System and Performance on Increasing Employee Productivity Banyorang Coffee Processing Center Tompobulu District, Bantaeng Regency. *Economics and Business Journal (ECBIS)*, 1(4), 379–388.
- Mueller, J. R., & Baum, B. (2011). The definitive guide to hiring right. *Journal of Applied Business & Economics*, 12(3), 140–153.
- Neeliah, H., & Seetanah, B. (2016). Does human capital contribute to economic growth in Mauritius?”. *European Journal of Training and Development*, 40(4), 248–261.
- Newell, S. (2005). *Recruitment and selection*. *Managing human resources: Personnel management in transition* (pp. 115–147).
- Ngeow, Y. M. (2000). *HR issues and challenges*.
- Pelinescu, E. (2015). The impact of human capital on economic growth”. *Procedia Economics and Finance*, 22(1), 184–190.
- Racz, S. (2000). Finding the right talent through sourcing and recruiting. *Strategic Finance*, 82(6), 38–38.
- Rafaeli, A., Hadomi, O., & Simons, T. (2005). Recruiting through advertising or

- employee referrals: Costs, yields, and the effects of geographic focus. *European Journal of Work and Organizational Psychology*, 14(4), 355–366.
- Rahman, M., Aydin, E., Haffar, M., & Nwagbara, U. (2022). The role of social media in e-recruitment process: empirical evidence from developing countries in social network theory. *Journal of Enterprise Information Management*, 35(6), 1697–1718.
- Robinson, R. (1993). Cost-effectiveness analysis. *British Medical Journal*, 307(6907), 793–795.
- Rockoff, J. E., Jacob, B. A., Kane, T. J., & Staiger, D. O. (2011). Can you recognize an effective teacher when you recruit one? *Education Finance and Policy*, 6(1), 43–74.
- Rushchenko, J., Rushchenko, I., & Plakhova, O. (2020). Mitigating hiring risks through pre-employment background screening: Methodology based on the personnel security approach. *Technium Soc. Sci. J*, 9, 577.
- Sahi, S. K., Arora, A. P., & Dhameja, N. (2013). An Exploratory Inquiry into the Psychological Biases in Financial Investment Behavior. *Journal of Behavioral Finance*, 14(2), 94–103. <https://doi.org/10.1080/15427560.2013.790387>
- Salmen, S. (2012). What's Next - Die nächsten Trends. In B. H. Rath & S. Salmen (Eds.), *Recruiting in Social Web* (p. 284). BusinessVillage GmbH.
- Sangeeta, A., & Ahlawat, R. (2018). E-recruitment via social networking sites: A comparative study with traditional recruitment methods. *International Journal of Scientific Research in Science, Engineering and Technology*, 4(4), 605–615.
- Sangeetha, K. (2010). Effective Recruitment: A Framework. *IUP Journal of Business Strategy*, 7.
- Saunders, M., Lewis, P., & Thornhill, A. (2009). *Research methods for business students* (4th ed.). Pearson Education Limited.
- Schmitz, E., Moskowitz, M. J., Gregory, D., & Reese, D. (2008). Recruiting Budgets, Recruit Quality, and Enlisted Performance. *CNA Research Memorandum D*, 5.

- Sills, M. (2014). *E-recruitment: A comparison with traditional recruitment and the influences of social media: A qualitative and quantitative review*.
- Sini, C. (2010). *Ethics of writing*. State University of New York Press.
- Smith, M., & Graves, C. (2002). Re- engineering recruitment to the accounting profession. *Managerial Auditing Journal*, 17(3), 117–121.
- Stewart, G. L., Brown, K. G., & W, F. (2019). *Human resource management*. John Wiley & Sons Taylor.
- Stier, S. (1991). Legal Ethics: The Integrity Thesis. *Ohio St. LJ*, 52, 551.
- Strober, M. H. (1990). *Human capital theory: Implications for HR managers*. *Industrial Relations: A Journal of Economy and Society*,. 29(2), 214–239. <https://www.unhcr.org/publications/manuals/4d9352319/unhcr-protection-training-manual-european-border-entry-officials-2-legal.html?query=excom> 1989
- Sweetland, S. (1996). Human Capital Theory : Foundations of a Field of Inquiry Author ( s ): Scott R . Sweetland Source : Review of Educational Research , Vol . 66 , No . 3 ( Autumn , 1996 ), pp . 341-359 Published by : American Educational Research Association Stable URL : ht. *Review of Educational Research*, 66(3), 341–359.
- Taylor, F. W. (1911). *The Principles of Scientific*.
- Thebe, T. P., & Waldt, G. (2014). A Recruitment and Selection Process Model: The case of the Department of Justice and Constitutional Development. *Administratio Publica*, 22(3), 6–29.
- Tong, D. Y. K. (2009). A study of e-recruitment technology adoption in Malaysia”. *Industrial Management and Data Systems*, 109(2), 281–300.
- Twinaime, L. J., Samujh, H., & Rae, S. (2011). Accounting for the costs of recruiting and training. *2011 Cambridge Conference on Business and Economics*.
- Twooroger, S. S., Yasui, Y., Ulrich, C. M., Nakamura, H., LaCroix, K., & Johnston, R. (2002). Mailing strategies and recruitment into an intervention trial of the exercise effect on breast cancer biomarkers”. *Cancer Epidemiology Biomarkers and Prevention*, 11(1), 73–77.



Zhang, C. (2022). Evaluation and analysis of human resource management mode and its talent screening factors based on decision tree algorithm. *J Supercomput*, 78, 15681–15713. <https://doi-org.proxy.undip.ac.id/10.1007/s11227-022-04499-z>