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Judul Naskah : *“The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment”*

Pada hari Senin, tanggal 5 bulan 5 tahun 2023, kami akan mengirimkan tinjauan naskah atau *file review* pertama. Demikian informasi ini kami sampaikan dan atas perhatiannya kami ucapkan terima kasih.

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The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment

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ABSTRACT

The object of research is a profitable business venture in the pharmaceutical field and establishes the procurement and sale of pharmaceutical needs to the general public with national standards in Indonesia. The research tests used the employee selection system as well as the company's financial budget design for recruitment with qualitative research methods. The research was analyzed using the spider diagram method as well as B.E.S.S.T, Basory's - Economic - Suggestions for Solutions to the Trouble – method as well as simple financial statements of employee recruitment. Based on this research, the spider diagram method can be an alternative for evaluating potential new employees to get the best candidates. This research produces a scientific novelty regarding six indicators of new employee recruitment, namely salary, social network, experience, education, communication, and capital, as well as generating efficiency and effectiveness in simple financial statements related to employee recruitment.

Keywords: New Employee Recruitment, Financial Management, Methods Spiderplot, Human Resources, Pharmaceutical Companies.

1. INTRODUCTION

Companies must be able to effectively manage and quickly oversee the utilization of their human resources. In the modern generation of globalization, there was huge adoption of statistics generation in numerous fields to be able to enhance the overall performance of preceding systems. This is particularly important in the context of the implementation of free trade, which began in 2003.

There is a tendency that most of the Human Resources still have low emotional intelligence, such as jealousy, which is divided among others, doesn't like to see other people succeed, puts each other down, and slander co-workers. Because

the problem complication of optimizing the performance of Human Resources, performance management that includes setting up and management is needed.

Therefore, to support an effective new employee candidate information system, it is necessary to design a more comprehensive database method so that it will be easier to process the required data and make a decision about whether or not to admission new employees. As the times develop, an alternative mapping of individual performance appraisals was introduced to public which is comparatively easier and also practical to execute.

1.1 Background

In 2021-2022, the whole world in general and Indonesia, in particular, will have more than tens of thousands of branches of pharmaceutical pharmacy companies. One of the companies that attracted attention was PT XYZ. A company that is categorized as the best company in Indonesia with various company achievements owned by the highest Top Brand Award and one of the largest market capitalizations and has employee fundamentals, as well as good finances compared to other companies with the need for a touch of employee recruitment innovation that can help the effectiveness of recruitment duration. In March 2020, Indonesia was hit by the COVID-19 pandemic. This pandemic also has an impact on the performance of all companies including those in the healthcare industry. Companies must be able to manage and oversee the utilization of their human resources effectively and quickly. In the modern globalization generation of the 2021-2022 post-COVID-19 pandemic, there is a massive adoption of statistical generation in various fields to be able to improve the overall performance of the previous system. This is particularly important in the context of the implementation of free trade that began in 2003.

There is a tendency that most Human Resources still have low emotional intelligence, such as envy, dislike to see others succeed, put each other down, and slander colleagues. Due to the complexity of the problem in optimizing the performance of Human Resources, performance management is needed, including setting up and managing it. Therefore, to support an effective new employee candidate information system, it is necessary to design a more comprehensive database method so that it will be easier to process the data needed and make decisions about whether or not to accept new employee candidates. Along with the times, an alternative individual performance assessment mapping was introduced which is relatively easier and more practical to do. This research is a development of several studies, one from Ekwoaba, Ikeije, & Ufoma, (2018) states that good recruitment and selection criteria can improve organizational performance. Good criteria include the match between candidates and jobs, candidate skills and competencies, work experience, and the ability to adapt and collaborate with work teams. In addition, this journal also suggests that the use of technology in recruitment

can improve the efficiency and effectiveness of recruitment. The research period chosen is 2021-2022 with the consideration that the covid pandemic occurred in 2020.

This how can be swallowed accidentally by any company or organization, both on a slight and large scale, namely the spider web method. This method is able to provide the appraisal results on a test that is representative, accountable and reliable as well as able to minimize placement errors due to improper assessment. So that it can be lapsed as a fundamental for creation decisions about recruitment new employees. The practice comparison mapping among several indicators of each fellow with the company indicator standards required, so from this test, we can know whether the individual has met the company's standards or not. Starting from the surface above, the researcher is fascinated in taking a title according to the concentration of human resource management, HRM, and taking place in the company and society, the title: "The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment."

1.2 Problem Formulation

Each company in carrying out its activities can't be sequestered from hindrances. In an effort to achieve the goals hoped-for by the company or organization, the company is always encountered with various hindrances. The companies must be able to overcome problems so that the viability of the company can be well preserved. The hindrances formulation that can be attracted from the explanation above is as follows: "How is the admission selection design and financial management calculation carried out by the personnel division able to get new employees for qualified pharmacist positions and who meets the selection standards for new employee admission at XYZ Branch Office Surabaya for head leaders position?"

1.3 Research Objectives

Determination of research objectives is prospective to be used as a hint in discussing, and analyzing the problems that appear in the research objectives. In stripe with the topic above, the research objectives can be defined as follows:

1. The personnel section work process at XYZ Branch Office Surabaya in the prospective employee's assessment is more systematic in mapping so that the personnel department work process can be better in the prospective employees' assessment stage.
2. Creation a database tract at XYZ Branch Office Surabaya for support information needs concerning the new employees assessment.
3. The research aim is to find out prospective new employees that fulfill the standards at XYZ Branch Office Surabaya to be accepted as a Managing Pharmacist.

1.4 Research Benefits

These research benefits are divided into three parts which according to the author make it easier for general readers, as follows:

1. For companies
The study results can be used as input for the companies in making future decisions, especially in the human resources (HR) Department, it can provide information on hiring new employees quickly, easily, and accurately.
2. For the science development.
As a reference source for future researchers. Can be used as a scientific novelty in science development, especially those related to HR management.
3. For Institutions.
As information material to find out the variables or indicators that influence the selection stages of new employee admission or senior employees promotion that affect employee performance and also add to the personnel management literature according to existing applications in the company.

1.5 Research Limitations.

To create anything that is more focused, restricted in time and steam, the research focuses more on database systems according to the spider-plot method test equipment to bolster information needs regarding the appraisal and new employee's recruitment selection for pharmacist or head leader positions. Because pharmacists are head leaders of pharmacies, for example in a company, pharmacists are head leaders in a branch. Being in a position one level below and responding to the owner.

2. LITERATURE REVIEW

2.1 Previous Research

The spiderplot method is one method for analysing and comparing candidate qualifications in employee recruitment. This method involves creating a diagram that shows the candidate's proficiency level in different aspects of the job. This diagram allows companies to compare candidates based on their proficiency levels and determine the most suitable candidate for the job. Djufri, Bin A Tambi, Mamat, Sukono, Budiono, Hadi (2019) stated that the spiderplot method in new employee recruitment, individual performance appraisal analysis, career planning in organisations where this method allows companies to compare candidate profiles based on their skills and qualifications, how the spiderplot method can be used to evaluate candidates and make better decisions in the effective duration of new employee recruitment. Many previous studies used related to human resource management (HRM) or personnel management or spider-plot methods related to this research. This proportion is displayed in order to analyze the resemblance and distinction among foregoing studies and also the author's research. One of the related

research from Ningrum (2009) "Analysis of Individual Performance Assessment with Spider Plot Method at Perum Pegadaian Surabaya Regional Office" Study on Employee Promotion in HR Manager Positions.

Financial management calculations can help companies evaluate the costs and benefits of new employee recruitment. Abor & Quartey (2010) stated that by calculating recruitment costs and expected benefits, companies can determine whether recruitment is feasible and determine the budget required for recruitment, indicating that financial management calculations can help companies make better decisions in employee recruitment.

The efficiency of recruitment funds at the place of the object of research, data from the survey analyses the efficiency of recruitment funds and the factors that affect it. Agarwal et al. (2016) showed that obtaining candidates at a lower cost has a higher return. In addition, having strong internal and external recruitment and using online media for recruitment have better recruitment fund efficiency. Using the foundation of behavioural economics theory, which is based on assumptions and aims to achieve maximum profit and behave rationally in choosing the most effective and efficient recruitment strategy. This theory supports the use of data and statistical analysis to improve the efficiency of recruitment funds.

This research is expected and the results can be said to also fulfil and comply with the research path of the management study programme in 2023 in the concentration of human resource management in the recruitment research chart and also in the concentration of financial management in the fund efficiency research chart. This research discusses more deeply the science of management in the field of human resource management and the field of financial management. Proposals that can be presented from this research to the research path of the management study programme, among others: The study of factors that affect employee productivity and financial performance such as job satisfaction, organisational commitment, and corporate culture; Development and evaluation of recruitment programs where employees recruited based on this research will have a variety of additional focuses on finance, such as financial analysis, risk management, or financial planning; and also identification and analysis of HR needs in companies related to managing financial efficiency and financial resources.

In qualitative research on employee recruitment using the spider plot method, the development of comparative hypotheses or associative hypotheses can help provide efficiency of recruitment funds and effectiveness of recruitment duration and facilitate the expansion of knowledge in the field of qualitative research.

2.2 Theory Studies

2.2.1 Definition of HRM and Personnel Management

Based on Handoko (2000) HRM is the retraction, selection, cultivation, preservation, and use of HR to attain aims, both individual and organizational aims.

Based on Torrington et.al in Mullins (2005) personnel management to define as follows: A series of zeal's that first bring through working people and the organization which utilize their skills to agree on the aims and nature of their working intercourse, assure that management is fulfilled. The difference between HRM and Personnel Management, PM, is as follows, PM focuses its attention on "inputs" and "activities/programs" while HRM focuses its attention on "outputs" namely "resources" or forces produced by humans/employees/workers.

The author, Basory conveys his thoughts about HRM and PM as follows:

1. Personnel Management is a branch of various management concentrations in addition to operational management, financial management, marketing management, and HR management with an affectionate attitude to achieve the various goals that have been previously set.
2. Human Resource Management is also present as an art and science with a pleasant attitude in leadership, mentoring, and working relations which is applied according to management functions to catch the various aims that have been previously set.

2. 2. 2. Definition of Transparency and Accountability of Financial Management

According to Alexei Kudrin, former Russian Finance Minister from 2000-2011, Transparency and accountability: in financial management should be prioritized. Promote policies that open access to public financial information, effective oversight of the use of public funds, and clear accountability in the management of state finances. The Kudrin-led program emphasized a prudent approach to fiscal and monetary policy. Kudrin & Gurchich (2015).

Based on O. A. Bratukhina (2016). The definition of Financial Management is the selection of the necessary economic information, mastering deep knowledge and skills of the main aspects of financial management, the formation of professional views in the field of financial management in the conditions of modern economic management, containing theoretical and practical material, normative foundations, methodological recommendations, problem-solving sequences, analysis of financial statements, graphs, and tables, answers to independent tasks.

2. 2. 3. Definition of Labor and The Employment Act

According to Employment Act no. 13, 2003, Chapter I, Article 1, paragraph 2 that labor is everyone who is able to do work to produce goods or services both to meet their own needs and for the community. The labor is the population of productive age aged 15-64 years old and already has a job but temporarily doesn't work, as well as those who are actively looking for work. The labor or workforce or employee is the same thing, The labor is the population who are of active working age. According to the Indonesian government provisions, residents who have entered the active working age are at least 15 to 64 years old.

2. 2. 4. Recruitment and Selection of Employees

According to Simamora (2004, p.170) recruitment is a series of activities to find and attract job applicants with the motivation, ability, expertise and knowledge needed to cover the deficiencies identified in employee planning. Recruitment activities begin when candidates are being searched for and end when their applications are submitted. The objectives of employee recruitment are:

a. Fulfillment of needs that meet established knowledge standards, skills, and work attitudes. b. There is employee supervision within the company in accordance needs.

According to Simamora (2004, p.202) selection is the process of selecting from a group of applicants, the person who best meet the selection criteria for the available positions based on the conditions at that time carried out by the company. According to Pribadiyono (2004) and Hamsyah (2004, p.17) there are many criteria for employee selection, namely: 1. Education; 2. Intellectual and general ability; 3. Job potential; 4. Expertise; 5. Selfhood; 6. Managerial; 7. Skills; 8. Remuneration; and 9. Debriefing.

2. 2. 5. Spider plot method

Based on www.quantum-hrm.com, mapping individual enforcement is essential for companies to have a capabilities clear illustration of each individual laborer, beside the company standards set. On this opportunity, an alternative method of evaluating individual performance that is easier to implement will be introduced, namely the Spider-Plot Method. This method has its own peculiarities. Stack up to other methods, the spider plots method is easier for every organization, from minor to major scale.

The Spider Plot Personal Application is in the form of mapping using an application or able to use Microsoft Excel based on variables or indicators owned by each individual or prospective employee, or senior employee for the promotion stage stack up to the standard variables or indicators requisite by the companies. In the book *Exploratory Data Analysis*, Tukey (1977) by stat graphics centurion at www.statgraphics.com stipulatoried, "When a roundly small number of samples need to be stack up and the number of variables is huge, a radar or a spider plot can be eloquent, the enormity of each variable is shown along one of the spokes".

According to Pribadiyono (2004) and Hamsyah (2004, p. 17) suggest that individual mapping can be ramified into 2 (two) groups, namely:

1. Static spider plot method, utilized for self-assessment of employees who are not yet actively working, including psychological test facet and resources facet, human power;
2. The dynamic spider plot method is utilized for assessing work results and activities while interacting with the field of work in which it is carried out, including group interact.

The spider plot application entail the attributes identification that must be owned and fulfilled by prospective employees to fill hollow positions.

From plentiful criteria, several variables were chosen for employee sieve according to each company's needs. At XYZ Branch Office Surabaya requires certain variables that can be examined on prospective employees. These variables include:

1. The Salary Indicator;
2. The Social Media Indicator;
3. The Education Indicator;
4. The Experience Indicator;
5. The Communication Indicator; and
6. The Capital Indicator.

The author will describe each variable used in this study as the research title conducted at XYZ Branch Office Surabaya. Indicators of the Spider Plot Method, according to me as a researcher, include: Salary, Social Media, Education, Experience, Commuication and Capital or S.S.E.E.C.C. We will explain the definition of each indicator, on the Salary indicator: The company has a standardization of benefits, wages and salaries for all employees at all levels of office, from lower-managemet to top management, should be directly comparable to the expectations of benefits and salary and wages of potential employees. When prospective employees are interviewed or fill in the initial application form, the company can enter questions about the expected salary or salary with all benefits. Later who is close to the company's standard salary capabilities, the candidate who meets the spider brush. Example: the company's salary or salary standard starts from Regional Minimum Wageas, RMW, well as the addition of IDR 1,000,000 to benefits, the candidate employee writes in the initial statement form or when the interview stated the salary expectation of IDR 2,000,000 compared to RMW and the standardization of the company salary of IDR 1.257.000 and the expectation for the benefit of IDR 500.000 compared with the standardisation of corporate benefits of IDR 1.000.000. When accumulated capacity of the company is IDR 2.257.000 compared to accumulation expectation of candidate employees IDR 2.500.000, the conclusion of the indicator of the candidate salary of employees is more than a spider-plot method.

Social Media Indicators are the ability of potential employees to interact in the virtual world globally using internet-based social media such as Friendster, MySpace, Instagram, TikTok and so on, which does not potentially blur any information related to potential customers, new customers, permanent customers, all colleagues in the office and the company. Companies should be able to curate the information data that potential employees have done on social media, all of which will be recorded, recorded and difficult to delete that has been submitted through the internet media. Example: customers in the former company where the prospective employees work once angry as well as complaining the company service to the police and prosecutor employees when in the company old tell in their Friendster or TikTok,

indeed indirectly will not affect the company but will make the image of both the name of the customers and the company infused, the conclusion of the Social Media indicator of the candidate employees is less than the spider network method.

Experience indicator is the experience that has been done either have worked in another company, have internship several weeks or Internship or have practiced in the course of at least one year or apprenticeship, have followed the activities of student organization or community organization that corresponds to the job position. Examples: The company expects candidates to have experienced job positions for at least three years, new candidates graduated in 2020 but have never worked in any company, have had three-week internship and apprenticeship experience since 2021 plus active in student organizations and community organizations since 2020, the conclusion of the indicator Experience candidate employee is consistent with the spider-plot method.

Education indicator is the background of formal and informal education that corresponds to the job position, both formal education obtained from university or school and informed education obtaining from courses/seminares/training etc. Example: the position of the cashier required education of the minimum level of high school / Vocational High School, both from IPA, Natural Sciences / IPS, Social Science / Language / Vocational, candidate officials are from the Natural Sciences high school and have attended financial seminars for payers and cashiers, candidates other employees are from Vocational Engineering and have followed Ms.Office Ms.Excel computer lessons, the conclusion of the indicator Education candidate staff is in accordance with the method of networks.

Communication indicator is the ability to communicate adaptively with anyone from a variety of backgrounds, able to balance opponents with a level of education and higher economic strata, capable of glorifying the opponent with an educational level and lower economic layer, able politeness to opponenter with an education level and equivalent economic layers. Example: cleaning service officers / parking staff can communicate with the choice of polite words, there is no good word in the local language / national language / foreign language with employees / customers with an equivalent level of education and economic strata.

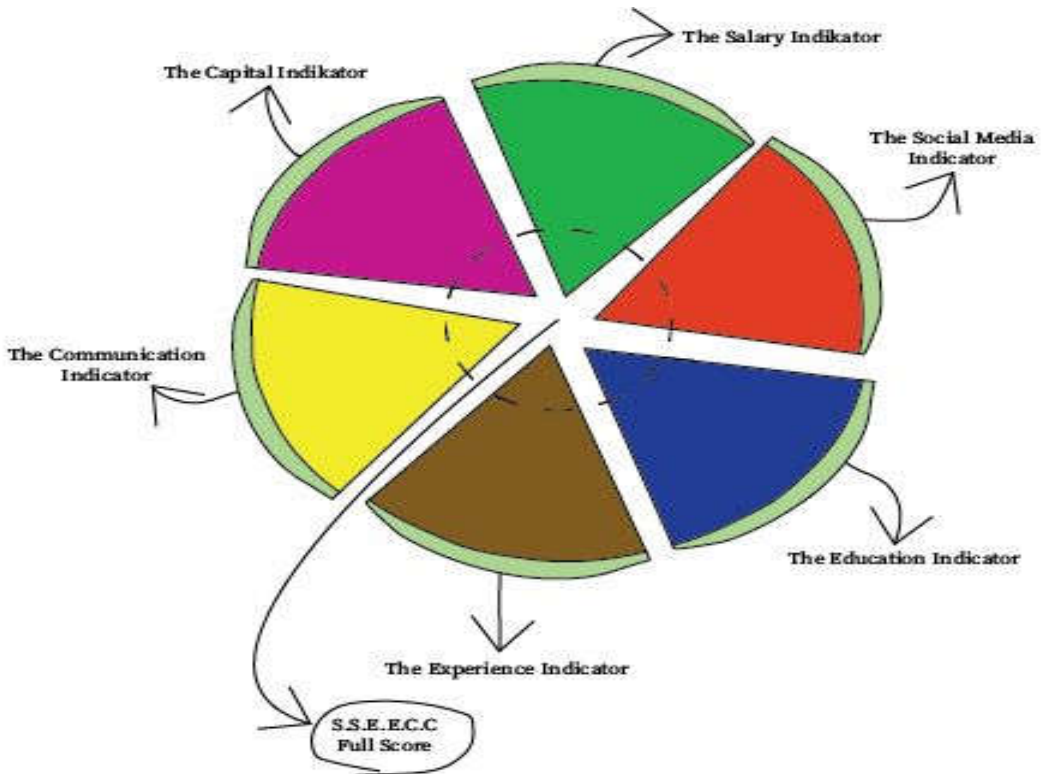
Top management officials can communicate with the choice of words that glorify the interlocutor, no words of lowering either in local/national/foreign languages with employees/clients who are of educational level and lower economic strata. Officials of lower management can communicate with the selection of words that balance the speaker, no selfish words are also arrogant in local/national/foreign languages with employees/clients who are of educational level and economic strata above it, the conclusion indicator Communication candidate officer is can be appropriate, can more than, can be less than the spider plot method.

The capital indicator is the ability of the employee to live in sufficient need not follow the bourgeois lifestyle, want to look rich as much as the capital in terms

of the economy that the employer has to carry out daily activities in the world of work as well as in the personal life in balance between income and his life needs. Talking Capital is done by studying the value of net wealth owned as the difference between the total assets with the total liabilities through financial reports, because several years ahead the pattern of employee life needs can be negative by forcing a lifestyle can harm the company, worried employee doing corrupt activities such as corruption, collusion, nepotism, borrowing credit from various parties between employees, to cooperation, to banking with a negative impact on the company and family.

Example: employees/candidates from various levels of job positions with salaries up to ten times the RMW mutually borrow money between employees, borrow to cooperatives, to banks with a fantastic nominal higher ten times their salary or wages for loans and then are unable to meet the obligation to pay loans so that there are differences of opinion, disputes and billing from the internal as well as external parties to the company and to the family of employees that have a negative impact image, good name and usual of employees/families/companies, the conclusion of the Capital indicator of prospective employees is less than the method of net profit.

Figure 1. The Spider Plot



Thus the explanation and examples of six indicators of the spider plot method, among others: Salary, Social Media, Education, Experience, Communication and Capital or S.S.E.ECC.C. which according to the researchers can be Scientific Novelty or the latest scientific work. It can be developed to more than six indicators, can be reduced to five indicators no more, for further research. The six indicators of the spider-net method, according to the researchers, were not all used in the study this time due to the duration of the research, scientific constraints and company regulations. The indicators used in this study have been consistent with the duration of the study time, scientific constraints and company regulations. This does not affect the results of research and becomes a scientific suggestion.

3. RESEARCH METHODS AND RESULTS

3.1 Research Method

The research method uses charts, analysis with the spider plot method to provide a clear picture of the research course being carried out, the research design is presented below. The charts are shown from the explanation above, make it easier to understand the research steps that have been planned, carried out, produced and displayed after coming, observing, designing and trying to implement. What is in that place is tried to be displayed through a chart, in addition to being displayed qualitatively or de jure.

The method of calculating financial management is used for several things, among others: it is used to provide information about the ability of the company to do financial efficiency at the focus of staff recruitment; to see the level of financial health of the enterprise. By analyzing the financial ratio, it can be seen how the level of financial health of a company is related to employee recruitment factors, so it is possible to analyze how long the company is able to survive and grow with the support of newly recruited employees.

3.1.2 Research Approach

In preparing this research approach, the author wants to convey and explain about the type and design of the research, that the type of research the author includes is qualitative research and the research design is included in the descriptive design. The type of research used is descriptive research. Is a type of research that provides an overview or description of a situation as clearly as possible without any treatment of the object being studied (Kountur, 2005, p.105).

This is a type of qualitative research with associative or comparative hypotheses, Lexy (2006). An associative hypothesis is an assumption that there is a relationship or correlation between two variables in a population. A competent associative hypothesis is used to test the relationship between two variables in a population, although in qualitative research the hypotheses can be both temporary and variable. A comparative hypothesis is a method used to test the comparison of

two or more samples in a population. Comparative and associative hypotheses are two of the three forms of hypothesis in qualitative research. A competent comparative hypothesis is used to test the difference or similarity between two or more variables in a population. Comparative hypotheses can be used in comparative research methods to test differences between two or more samples. In qualitative research, comparative hypotheses can be set temporarily and vary throughout the study. The tool for testing the spider-plot method for recruiting employees can use associative or comparative hypotheses, which can be modified during the study, are temporary and adaptive.

3.1.3 Research Population

The research population selected is a number of candidate officials who will be selected in 2022. The research data is obtained from observations on the company about the expected salary of the candidate employee, the salary that the company expects to pay the potential employee. Social media officials, dst. The object of research on qualitative research is the process of recruiting employees in a company. The research subject is an individual candidate employee in the PT XYZ company.

3.2 Description of research results

3.2.1 Company assessment standards

To carry out the employee recruitment process and fill the vacant leadership positions at XYZ Branch Office Surabaya. The object of research evaluates prospective employees who apply and have met the initial requirements. From several prospective employees, one person will be selected who will be recommended to the XYZ Head Office. In this study, the authors conducted direct tests on the samples and then analyzed them using the spider plot method as an alternative to the performance appraisal method which is relatively easy to understand and apply. The following are the results of individual assessment standards:

Table 1. Assessment Standard Results

Number	Description	Company Standard Score
1	The Salary Indicator	3.75
2	The Social Media Indicator	3.75
3	The Education Indicator	3.50
4	The Experience Indicator	3.75
5	The Communication Indicator	1.00

6	The Capital Indicator	5.00
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Source: Primary data compiled by the authors

3.2.2 Research results

The results of this assessment will be tabulated in tabular form and presented in the form of spider plot mapping. To make it easier for every reader to understand. The presentation will be displayed with one example of prospective employee A who was accepted to work, so that proper results will be detected properly and correctly. Indicators analysis of the new employee recruitment selection score "prospective employee A"

Table 2. Mapping of new employee recruitment selection "prospective employee A"

Description	Standard Indicator	Prospective Employee A	Gap		Conclusion
The Salary Indicator	3.75	5.00	1.25	>Standards	Fulfill
The Social Media Indicator	3.75	2.50	-1.25	<Standards	Doesn't fulfill
The Education Indicator	3.50	3.35	-0.15	<Standard	Doesn't fulfill
The Experience Indicator	3.75	5.00	1.25	>Standard	Fulfill
The Communication Indicator	1.00	5.00	4.00	>Standard	Fulfill
The Capital Indicator	5.00	5.00	0	=Standard	Fulfill

Source: Primary data compiled by the authors

Based on the results table above, a comparative chart of the prospective employees mapping "A" with company standards can be made as follows:

Mapping Of New Employee Recruitment Selection "A"

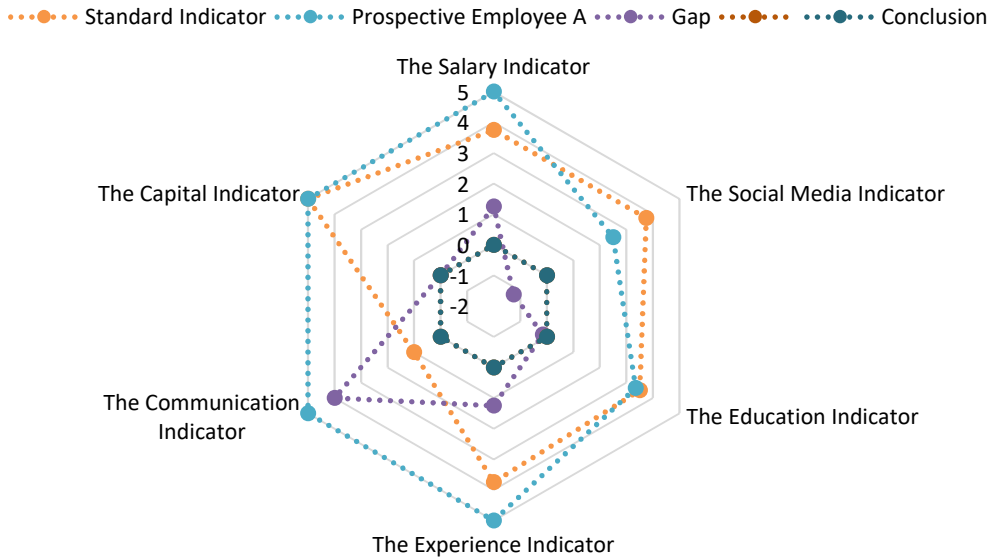


Figure 2. Mapping of new employee recruitment selection "A"

Based on Figure 2, it can be seen that prospective employee "A" has strengths and weaknesses. These advantages are in the indicators: Salary, Experience, Communication and Capital with Fulfillment status. Weaknesses in the indicators: Social Media and Capital with Doesn't fulfill status

Table 3. Financial Management Calculation in Recruitment

Institute Name of Psychology Department : Smile Consulting, West Jakarta - Online Test	
Type and Cost of Testing (per Person) (Indonesian Rupiah/IDR) :	
General Intelligence Test:	125,000
IQ test:	125,000
Personality Test:	125,000
Print Result Test:	15,000
Staff Interview Test:	50,000
Managerial Interview Test:	150,000
Total :	590,000

The recruitment tests cost		
HR Department with S.S.E.E.C.C indicators :		
Type and Cost of Testing (per Person) (Indonesian Rupiah/IDR) :		
Salary indicator :	0	
Social Media indicator :	280,000	internet costs per month / 30 Mbps
Education indicator :	0	
Experience indicator :	0	
Communication indicator :	50,000	studycase for two employees as supporting actor
Capital indicator :	50,000	download BI checking
		Total : 380,000

Based on the third table, that the budget allocation using S.S.E.C.C can reduce the cost by 38% cheaper. Internet costs per month to view social media and draw data per candidate employee of 280,000 IDR using Indihome Provider with 30 Mbps, this internet data can also be used for daily office activities not specific to recruitment test. 50,000 IDR to pay two employees as supporting actors during the case study of Communication Indicators, can be used and can be eliminated or include non-fixed fees. 50,000 IDR to download data from Bank Indonesia checks on other private companies as intermediaries. Meanwhile, the test costs at a private agency, Smile Consulting, as the data are listed at :

<https://smileconsultingindonesia.com/price/#1664832746804-a472a699-b887> for five types of tests and the cost of printing test results is equivalent to 590,000 IDR.

4. CONCLUSIONS AND RECOMMENDATIOS

4.1 Conclusion

In this research, the authors present and propose with prospective employees who have met the initial requirements as candidates for recommendations and hiring prospective employees for the position of branch leader/pharmacist. The following conclusions are presented and also proposed:

- a. The evaluation of prospective employees is more in a mapping system, so that the work process for the HRM section can be better, it is easier in the evaluation stage for prospective employees, then it is presented and it is proposed to select prospective employees for the position of branch leader. Supporting the information needs concerning of the new employee appraisalment recruitment, the author presents and proposes using the Spider Plot Method system.
- b. Presenting and also proposing prospective employees who meet the standards for branch leadership positions, namely prospective employees “A”.

Final Judgment and the accumulation of the best scores from all indicators is a series of stages in the new employee recruitment selection design. As stated above, it will still produce one candidate who is the best and selected.

Henceforward, there are six candidates for managerial level officers/pharmacists/ branch leader, however according to the instructions of the publisher, to facilitate the reading and understanding of the journal, it is recommended to present one candidate. Financial management calculation analysis on this study has several important functions that help in effective financial management, as follows:

1. Determine the budget for recruiting officers. With financial analysis, management can know the financial condition of the company and determine the corresponding budget jobdesc needed in the recruitment of employees.
2. Establish an employee development strategy. With financial analysis, management can know the company's financial performance and determine the employee development strategy that matches the financial conditions of the company.

4.2 Suggestions

In this research, the authors also present and propose suggestions. The following results can be read, studied, understood and applied accordingly for good things, in science or education:

- a. The spider plot method can be used as an alternative for company managerial decision making not only for selection of employee recruitment but for sales, finance, procurement and other parts of a company. In this journal it is used for decision making on new employee recruitment selection. In addition to other decision-making methods that already exist and have been used. For consideration as well as suggestions for companies at the selection stage for recruitment new employees. The spider plot method, both static and dynamic, can be used as a reference source for future researchers. This research can be used to find out the application of the theory obtained in the academic field to the reality in companies, regarding problems that exist in HRM, especially regarding employee recruitment selection.
- b. This research can also be used as a guide to the development of scientific knowledge in the field of financial management calculations related to staff recruitment and tools to test the theory, especially those related to HRM and financial management due to the efficiency of financial budgeting as well as development of financial budgets for employment and staff training in the following year.

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PEMBERITAHUAN TINJAUAN NASKAH

No.: 564/Journal of Social Science/V/2023

Perihal : Pemberitahuan Tinjauan Naskah

Berdasarkan data dibawah ini,

Nama Penulis : Hartomy Akbar Basory¹, Uki Yonda Aseptia², Elisa Agustina Kinanti³, Michael Marshal Bintang Rossach⁴, Yuriko Prastiyo⁵
Institusi : Ma Chung University^{1,2,3,4}, Kazan Federal University⁵
Judul Naskah : *“The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment”*

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No	Bab dan Sub Bab	Tinjauan Naskah
1	<i>Introduction</i>	Pembagian Sub Bab : <i>1.1 Background, 1.2 Problem Formulation, 1.3 Research Objectives, 1.4 Research Benefits, 1.5 Research Limitations</i> , digabungkan menjadi utuh pada <i>Introduction</i>
2	<i>Abstract</i>	Tambahkan Abstrak dalam bahasa Indonesia dan Berikan tujuan penelitian

Mohon untuk membalas dengan *file* berkas "Tanggapan Tinjauan Naskah", format surat sesuai dengan surat ini, gunakan nomor surat berikutnya, untuk memudahkan Editor dalam memeriksa tinjauan naskah. Informasi lebih lanjut seperti yang tertera di situs jurnal. Demikian informasi *manuscript review* pertama yang dapat disampaikan. Atas perhatian Bapak/Ibu, kami mengucapkan terima kasih.

TANGGAPAN TINJAUAN NASKAH
No.: 565/Journal of Social Science/V/2023

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Berdasarkan tinjauan naskah atau *manuscript review* sebelumnya, saya selaku perwakilan penulis akan menyampaikan hasil pengerjaan pada *manuscript review* pertama pada halaman selanjutnya, telah kami tambahkan sesuai kebutuhan. Atas perhatiannya penulis mengucapkan terima kasih.

Surabaya, 9 Mei 2023



Hartomy Akbar Basory

Berdasarkan beberapa persyaratan tinjauan naskah yang harus dipenuhi, kami telah mengerjakannya dan dalam tenggat waktu yang ditentukan.

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Untuk memudahkan Editor meninjau berkas tanggapan naskah, penulis melampirkan koreksi pada halaman berikutnya dan keseluruhan naskah dalam berkas *file* yang berbeda. Demikian informasi yang dapat penulis sampaikan. Atas perhatian Bapak/Ibu penulis mengucapkan terima kasih.

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Companies must be able to effectively manage and quickly oversee the utilization of their human resources. (Okoye & Ezejiolor, 2013) In the modern generation of globalization, there was huge adoption of statistics generation in numerous fields to be able to enhance the overall performance of preceding systems.(Mikalef, Krogstie, Pappas, & Pavlou, 2020) This is particularly important in the context of the implementation of free trade, which began in 2003.(Mikalef et al., 2020)

There is a tendency that most of the Human Resources still have low emotional intelligence, such as jealousy, which is divided among others, doesn't like to see other people succeed, puts each other down, and slander co-workers.(Erber & Erber, 2016) Because the problem complication of optimizing the performance of Human Resources, performance management that includes setting up and management is needed.(Kaliannan, Darmalinggam, Dorasamy, & Abraham, 2023)

Therefore, to support an effective new employee candidate information system, it is necessary to design a more comprehensive database method so that it will be easier to process the required data and make a decision about whether or not to admission new employees. As the times develop, an alternative mapping of individual performance appraisals was introduced to public which is comparatively easier and also practical to execute.(McDavid, Huse, & Hawthorn, 2018)

In 2021-2022, the whole world in general and Indonesia, in particular, will have more than tens of thousands of branches of pharmaceutical pharmacy companies.(Rogers & Wynn-Moylan, 2022) One of the companies that attracted attention was PT XYZ. A company that is categorized as the best company in Indonesia with various company achievements owned by the highest Top Brand Award and one of the largest market capitalizations and has employee fundamentals, as well as good finances compared to other companies with the need for a touch of employee recruitment innovation that can help the effectiveness of recruitment duration. In March 2020, Indonesia was hit by the COVID-19 pandemic.

This pandemic also has an impact on the performance of all companies including those in the healthcare industry.(Vrontis, El Chaarani, El Abiad, El Nemar, & Yassine Haddad, 2022) Companies must be able to manage and oversee the utilization of their human resources effectively and quickly.(Magableh & Al-Tarawneh, 2021) In the modern globalization generation of the 2021-2022 post-COVID-19 pandemic, there is a massive adoption of statistical generation in various fields to be able to improve the overall performance of the previous system. This is particularly important in the context of the implementation of free trade that began in 2003.(Mertins, Heisig, & Vorbeck, 2003)

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This how can be swallowed accidentally by any company or organization, both on a slight and large scale, namely the spider web method(Lin, Milligan, Wiebe, & Zhou, 2017). This method is able to provide the appraisal results on a test that is representative, accountable and reliable as well as able to minimize placement errors due to improper assessment(Bernardin & Wiatrowski, 2013). So that it can be lapsed as a fundamental for creation decisions about recruitment new employees. The practice comparison mapping among several indicators of each fellow with the company indicator standards required, so from this test, we can know whether the individual has met the company's standards or not. Starting from the surface above, the researcher is fascinated in taking a title according to the concentration of human resource management, HRM, and taking place in the company and society, the title: "The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment."

No. 2. Bab *Abstract*.

ABSTRAK

Penelitian ini bertujuan untuk menghasilkan rancangan baru rekrutmen karyawan untuk posisi kepala toko atau apoteker dan rancangan perhitungan manajemen keuangan dalam rekrutmen pada cabang XYZ di Surabaya. Objek penelitian adalah sebuah usaha bisnis yang bergerak di bidang farmasi yang menguntungkan dan bergerak di bidang pengadaan dan penjualan kebutuhan farmasi kepada masyarakat umum dengan standar nasional di Indonesia. Pengujian penelitian menggunakan sistem seleksi karyawan serta rancangan anggaran keuangan perusahaan untuk rekrutmen dengan metode penelitian kualitatif. Penelitian dianalisis dengan menggunakan metode diagram laba-laba serta metode B.E.S.S.T, Basory's - Economic - Suggestions for Solutions to the Trouble serta laporan keuangan sederhana rekrutmen pegawai. Berdasarkan penelitian ini, metode spider diagram dapat menjadi alternatif untuk mengevaluasi calon karyawan baru untuk mendapatkan kandidat terbaik. Penelitian ini menghasilkan sebuah kebaruan ilmiah mengenai enam indikator rekrutmen karyawan baru, yaitu gaji, jaringan sosial, pengalaman, pendidikan, komunikasi, dan modal serta menghasilkan efisiensi dan juga efektivitas pada laporan keuangan sederhana terkait rekrutmen pegawai.

Kata Kunci: Rekrutmen Karyawan Baru, Manajemen Keuangan, Metode Spiderplot, Sumber Daya Manusia, Perusahaan Farmasi.

KEYWORDS

New Employee Recruitment,
Financial Management,
Methods Spiderplot, Human
Resources, Pharmaceutical
Companies.

ABSTRACT

This research aims to produce a new design of employee recruitment for the position of store head or pharmacist and the financial management calculation design in recruitment at the XYZ branch in Surabaya. The object of research is a profitable business venture in the pharmaceutical field and establishes the procurement and sale of pharmaceutical needs to the general public with national standards in Indonesia. The research tests used the employee selection system as well as the company's financial budget design for recruitment with qualitative research methods. The research was analyzed using the spider diagram method as well as B.E.S.S.T, Basory's - Economic - Suggestions for Solutions to the Trouble – method as well as simple financial statements of employee recruitment. Based on this research, the spider diagram method can be an alternative for evaluating potential new employees to get the best candidates. This research produces a scientific novelty regarding six indicators of new employee recruitment, namely salary, social network, experience, education, communication, and capital, as well as generating efficiency and effectiveness in simple financial statements related to employee recruitment.

The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment

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INTRODUCTION

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2. LITERATURE REVIEW

2.1 Previous Research

The spiderplot method is one method for analysing and comparing candidate qualifications in employee recruitment. This method involves creating a diagram that shows the candidate's proficiency level in different aspects of the job. This diagram allows companies to compare candidates based on their proficiency levels and determine the most suitable candidate for the job. Djufri, Bin A Tambi, Mamat, Sukono, Budiono, Hadi (2019) stated that the spiderplot method in new employee recruitment, individual performance appraisal analysis, career planning in organisations where this method allows companies to compare candidate profiles based on their skills and qualifications, how the spiderplot method can be used to evaluate candidates and make better decisions in the effective duration of new

employee recruitment. Many previous studies used related to human resource management (HRM) or personnel management or spider-plot methods related to this research. This proportion is displayed in order to analyze the resemblance and distinction among foregoing studies and also the author's research. One of the related research from Ningrum (2009) "Analysis of Individual Performance Assessment with Spider Plot Method at Perum Pegadaian Surabaya Regional Office" Study on Employee Promotion in HR Manager Positions.

Financial management calculations can help companies evaluate the costs and benefits of new employee recruitment. Abor & Quartey (2010) stated that by calculating recruitment costs and expected benefits, companies can determine whether recruitment is feasible and determine the budget required for recruitment, indicating that financial management calculations can help companies make better decisions in employee recruitment.

The efficiency of recruitment funds at the place of the object of research, data from the survey analyses the efficiency of recruitment funds and the factors that affect it. Agarwal et al. (2016) showed that obtaining candidates at a lower cost has a higher return. In addition, having strong internal and external recruitment and using online media for recruitment have better recruitment fund efficiency. Using the foundation of behavioural economics theory, which is based on assumptions and aims to achieve maximum profit and behave rationally in choosing the most effective and efficient recruitment strategy. This theory supports the use of data and statistical analysis to improve the efficiency of recruitment funds.

This research is expected and the results can be said to also fulfil and comply with the research path of the management study programme in 2023 in the concentration of human resource management in the recruitment research chart and also in the concentration of financial management in the fund efficiency research chart. This research discusses more deeply the science of management in the field of human resource management and the field of financial management. Proposals that can be presented from this research to the research path of the management study programme, among others: The study of factors that affect employee productivity and financial performance such as job satisfaction, organisational commitment, and corporate culture; Development and evaluation of recruitment programs where employees recruited based on this research will have a variety of additional focuses on finance, such as financial analysis, risk management, or financial planning; and also identification and analysis of HR needs in companies related to managing financial efficiency and financial resources.

In qualitative research on employee recruitment using the spider plot method, the development of comparative hypotheses or associative hypotheses can help provide efficiency of recruitment funds and effectiveness of recruitment duration and facilitate the expansion of knowledge in the field of qualitative research.

2.2 Theory Studies

2.2.1 Definition of HRM and Personnel Management

Based on Handoko (2000) HRM is the retraction, selection, cultivation, preservation, and use of HR to attain aims, both individual and organizational aims. Based on Torrington et.al in Mullins (2005) personnel management to define as follows: A series of zeal's that first bring through working people and the organization which utilize their skills to agree on the aims and nature of their working intercourse, assure that management is fulfilled. The difference between HRM and Personnel Management, PM, is as follows, PM focuses its attention on "inputs" and "activities/programs" while HRM focuses its attention on "outputs" namely "resources" or forces produced by humans/employees/workers.

The author, Basory conveys his thoughts about HRM and PM as follows:

1. Personnel Management is a branch of various management concentrations in addition to operational management, financial management, marketing management, and HR management with an affectionate attitude to achieve the various goals that have been previously set.
2. Human Resource Management is also present as an art and science with a pleasant attitude in leadership, mentoring, and working relations which is applied according to management functions to catch the various aims that have been previously set.

2. 2. 2. Definition of Transparency and Accountability of Financial Management

According to Alexei Kudrin, former Russian Finance Minister from 2000-2011, Transparency and accountability: in financial management should be prioritized. Promote policies that open access to public financial information, effective oversight of the use of public funds, and clear accountability in the management of state finances. The Kudrin-led program emphasized a prudent approach to fiscal and monetary policy. Kudrin & Gurvich (2015).

Based on O. A. Bratukhina (2016). The definition of Financial Management is the selection of the necessary economic information, mastering deep knowledge and skills of the main aspects of financial management, the formation of professional views in the field of financial management in the conditions of modern economic management, containing theoretical and practical material, normative foundations, methodological recommendations, problem-solving sequences, analysis of financial statements, graphs, and tables, answers to independent tasks.

2. 2. 3. Definition of Labor and The Employment Act

According to Employment Act no. 13, 2003, Chapter I, Article 1, paragraph 2 that labor is everyone who is able to do work to produce goods or services both to meet their own needs and for the community. The labor is the population of productive age aged 15-64 years old and already has a job but temporarily doesn't

work, as well as those who are actively looking for work. The labor or workforce or employee is the same thing, The labor is the population who are of active working age. According to the Indonesian government provisions, residents who have entered the active working age are at least 15 to 64 years old.

2. 2. 4. Recruitment and Selection of Employees

According to Simamora (2004, p.170) recruitment is a series of activities to find and attract job applicants with the motivation, ability, expertise and knowledge needed to cover the deficiencies identified in employee planning. Recruitment activities begin when candidates are being searched for and end when their applications are submitted. The objectives of employee recruitment are:

a. Fulfillment of needs that meet established knowledge standards, skills, and work attitudes. b. There is employee supervision within the company in accordance needs. According to Simamora (2004, p.202) selection is the process of selecting from a group of applicants, the person who best meet the selection criteria for the available positions based on the conditions at that time carried out by the company. According to Pribadiyono (2004) and Hamsyah (2004, p.17) there are many criteria for employee selection, namely: 1. Education; 2. Intellectual and general ability; 3. Job potential; 4. Expertise; 5. Selfhood; 6. Managerial; 7. Skills; 8. Remuneration; and 9. Debriefing.

2. 2. 5. Spider plot method

Based on www.quantum-hrm.com, mapping individual enforcement is essential for companies to have a capabilities clear illustration of each individual laborer, beside the company standards set. On this opportunity, an alternative method of evaluating individual performance that is easier to implement will be introduced, namely the Spider-Plot Method. This method has its own peculiarities. Stack up to other methods, the spider plots method is easier for every organization, from minor to major scale.

The Spider Plot Personal Application is in the form of mapping using an application or able to use Microsoft Excel based on variables or indicators owned by each individual or prospective employee, or senior employee for the promotion stage stack up to the standard variables or indicators requisite by the companies. In the book *Exploratory Data Analysis*, Tukey (1977) by stat graphics centurion at www.statgraphics.com stipulatoried, "When a roundly small number of samples need to be stack up and the number of variables is huge, a radar or a spider plot can be eloquent, the enormity of each variable is shown along one of the spokes".

According to Pribadiyono (2004) and Hamsyah (2004, p. 17) suggest that individual mapping can be ramified into 2 (two) groups, namely:

1. Static spider plot method, utilized for self-assessment of employees who are not yet actively working, including psychological test facet and resources facet, human power;
2. The dynamic spider plot method is utilized for assessing work results and activities while interacting with the field of work in which it is carried out, including group interact.

The spider plot application entail the attributes identification that must be owned and fulfilled by prospective employees to fill hollow positions.

From plentiful criteria, several variables were chosen for employee sieve according to each company's needs. At XYZ Branch Office Surabaya requires certain variables that can be examined on prospective employees. These variables include:

1. The Salary Indicator;
2. The Social Media Indicator;
3. The Education Indicator;
4. The Experience Indicator;
5. The Communication Indicator; and
6. The Capital Indicator.

The author will describe each variable used in this study as the research title conducted at XYZ Branch Office Surabaya. Indicators of the Spider Plot Method, according to me as a researcher, include: Salary, Social Media, Education, Experience, Commuication and Capital or S.S.E.E.C.C. We will explain the definition of each indicator, on the Salary indicator: The company has a standardization of benefits, wages and salaries for all employees at all levels of office, from lower-managemet to top management, should be directly comparable to the expectations of benefits and salary and wages of potential employees. When prospective employees are interviewed or fill in the initial application form, the company can enter questions about the expected salary or salary with all benefits. Later who is close to the company's standard salary capabilities, the candidate who meets the spider brush. Example: the company's salary or salary standard starts from Regional Minimum Wageas, RMW, well as the addition of IDR 1,000,000 to benefits, the candidate employee writes in the initial statement form or when the interview stated the salary expectation of IDR 2,000,000 compared to RMW and the standardization of the company salary of IDR 1.257.000 and the expectation for the benefit of IDR 500.000 compared with the standardisation of corporate benefits of IDR 1.000.000. When accumulated capacity of the company is IDR 2.257.000 compared to accumulation expectation of candidate employees IDR 2.500.000, the conclusion of the indicator of the candidate salary of employees is more than a spider-plot method.

Social Media Indicators are the ability of potential employees to interact in the virtual world globally using internet-based social media such as Friendster, MySpace, Instagram, TikTok and so on, which does not potentially blur any information related to potential customers, new customers, permanent customers, all

colleagues in the office and the company. Companies should be able to curate the information data that potential employees have done on social media, all of which will be recorded, recorded and difficult to delete that has been submitted through the internet media. Example: customers in the former company where the prospective employees work once angry as well as complaining the company service to the police and prosecutor employees when in the company old tell in their Friendster or TikTok, indeed indirectly will not affect the company but will make the image of both the name of the customers and the company infused, the conclusion of the Social Media indicator of the candidate employees is less than the spider network method.

Experience indicator is the experience that has been done either have worked in another company, have internship several weeks or Internship or have practiced in the course of at least one year or apprenticeship, have followed the activities of student organization or community organization that corresponds to the job position. Examples: The company expects candidates to have experienced job positions for at least three years, new candidates graduated in 2020 but have never worked in any company, have had three-week internship and apprenticeship experience since 2021 plus active in student organizations and community organizations since 2020, the conclusion of the indicator Experience candidate employee is consistent with the spider-plot method.

Education indicator is the background of formal and informal education that corresponds to the job position, both formal education obtained from university or school and informed education obtaining from courses/seminares/training etc. Example: the position of the cashier required education of the minimum level of high school / Vocational High School, both from IPA, Natural Sciences / IPS, Social Science / Language / Vocational, candidate officials are from the Natural Sciences high school and have attended financial seminars for payers and cashiers, candidates other employees are from Vocational Engineering and have followed Ms.Office Ms.Excel computer lessons, the conclusion of the indicator Education candidate staff is in accordance with the method of networks.

Communication indicator is the ability to communicate adaptively with anyone from a variety of backgrounds, able to balance opponents with a level of education and higher economic strata, capable of glorifying the opponent with an educational level and lower economic layer, able politeness to opponenter with an education level and equivalent economic layers. Example: cleaning service officers / parking staff can communicate with the choice of polite words, there is no good word in the local language / national language / foreign language with employees / customers with an equivalent level of education and economic strata.

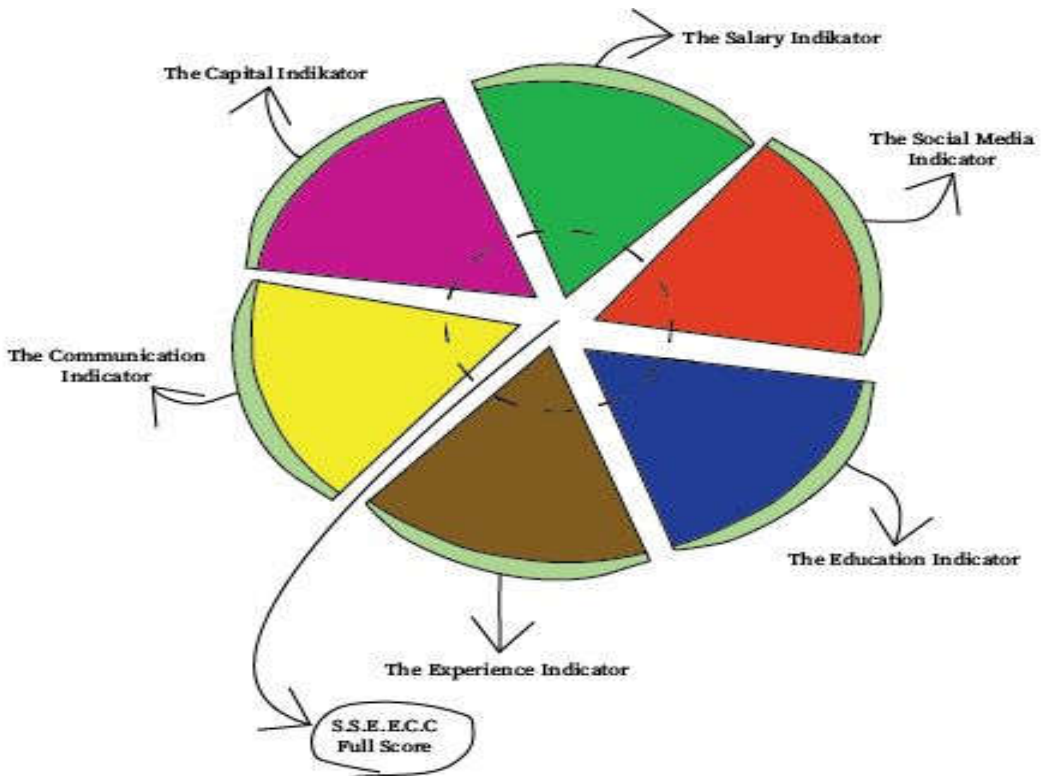
Top management officials can communicate with the choice of words that glorify the interlocutor, no words of lowering either in local/national/foreign languages with employees/clients who are of educational level and lower economic strata. Officials of lower management can communicate with the selection of words

that balance the speaker, no selfish words are also arrogant in local/national/foreign languages with employees/clients who are of educational level and economic strata above it, the conclusion indicator Communication candidate officer is can be appropriate, can more than, can be less than the spider plot method.

The capital indicator is the ability of the employee to live in sufficient need not follow the bourgeois lifestyle, want to look rich as much as the capital in terms of the economy that the employer has to carry out daily activities in the world of work as well as in the personal life in balance between income and his life needs. Talking Capital is done by studying the value of net wealth owned as the difference between the total assets with the total liabilities through financial reports, because several years ahead the pattern of employee life needs can be negative by forcing a lifestyle can harm the company, worried employee doing corrupt activities such as corruption, collusion, nepotism, borrowing credit from various parties between employees, to cooperation, to banking with a negative impact on the company and family.

Example: employees/candidates from various levels of job positions with salaries up to ten times the RMW mutually borrow money between employees, borrow to cooperatives, to banks with a fantastic nominal higher ten times their salary or wages for loans and then are unable to meet the obligation to pay loans so that there are differences of opinion, disputes and billing from the internal as well as external parties to the company and to the family of employees that have a negative impact image, good name and usual of employees/families/companies, the conclusion of the Capital indicator of prospective employees is less than the method of net profit.

Figure 1. The Spider Plot



Thus the explanation and examples of six indicators of the spider plot method, among others: Salary, Social Media, Education, Experience, Communication and Capital or S.S.E.E.C.C. which according to the researchers can be Scientific Novelty or the latest scientific work. It can be developed to more than six indicators, can be reduced to five indicators no more, for further research. The six indicators of the spider-net method, according to the researchers, were not all used in the study this time due to the duration of the research, scientific constraints and company regulations. The indicators used in this study have been consistent with the duration of the study time, scientific constraints and company regulations. This does not affect the results of research and becomes a scientific suggestion.

3. RESEARCH METHODS AND RESULTS

3.1 Research Method

The research method uses charts, analysis with the spider plot method to provide a clear picture of the research course being carried out, the research design is presented below. The charts are shown from the explanation above, make it easier to understand the research steps that have been planned, carried out, produced and displayed after coming, observing, designing and trying to implement. What is in that

place is tried to be displayed through a chart, in addition to being displayed qualitatively or de jure.

The method of calculating financial management is used for several things, among others: it is used to provide information about the ability of the company to do financial efficiency at the focus of staff recruitment; to see the level of financial health of the enterprise. By analyzing the financial ratio, it can be seen how the level of financial health of a company is related to employee recruitment factors, so it is possible to analyze how long the company is able to survive and grow with the support of newly recruited employees.

3.1.2 Research Approach

In preparing this research approach, the author wants to convey and explain about the type and design of the research, that the type of research the author includes is qualitative research and the research design is included in the descriptive design. The type of research used is descriptive research. Is a type of research that provides an overview or description of a situation as clearly as possible without any treatment of the object being studied (Kountur, 2005, p.105).

This is a type of qualitative research with associative or comparative hypotheses, Lexy (2006). An associative hypothesis is an assumption that there is a relationship or correlation between two variables in a population. A competent associative hypothesis is used to test the relationship between two variables in a population, although in qualitative research the hypotheses can be both temporary and variable. A comparative hypothesis is a method used to test the comparison of two or more samples in a population. Comparative and associative hypotheses are two of the three forms of hypothesis in qualitative research. A competent comparative hypothesis is used to test the difference or similarity between two or more variables in a population. Comparative hypotheses can be used in comparative research methods to test differences between two or more samples. In qualitative research, comparative hypotheses can be set temporarily and vary throughout the study. The tool for testing the spider-plot method for recruiting employees can use associative or comparative hypotheses, which can be modified during the study, are temporary and adaptive.

3.1.3 Research Population

The research population selected is a number of candidate officials who will be selected in 2022. The research data is obtained from observations on the company about the expected salary of the candidate employee, the salary that the company expects to pay the potential employee. Social media officials, dst. The object of research on qualitative research is the process of recruiting employees in a company. The research subject is an individual candidate employee in the PT XYZ company.

3.2 Description of research results

3.2.1 Company assessment standards

To carry out the employee recruitment process and fill the vacant leadership positions at XYZ Branch Office Surabaya. The object of research evaluates prospective employees who apply and have met the initial requirements. From several prospective employees, one person will be selected who will be recommended to the XYZ Head Office. In this study, the authors conducted direct tests on the samples and then analyzed them using the spider plot method as an alternative to the performance appraisal method which is relatively easy to understand and apply. The following are the results of individual assessment standards:

Table 1. Assessment Standard Results

Number	Description	Company Standard Score
1	The Salary Indicator	3.75
2	The Social Media Indicator	3.75
3	The Education Indicator	3.50
4	The Experience Indicator	3.75
5	The Communication Indicator	1.00
6	The Capital Indicator	5.00

Source: Primary data compiled by the authors

3.2.2 Research results

The results of this assessment will be tabulated in tabular form and presented in the form of spider plot mapping. To make it easier for every reader to understand. The presentation will be displayed with one example of prospective employee A who was accepted to work, so that proper results will be detected properly and correctly. Indicators analysis of the new employee recruitment selection score "prospective employee A"

Table 2. Mapping of new employee recruitment selection "prospective employee A"

Description	Standard Indicator	Prospective Employee A	Gap		Conclusion
The Salary Indicator	3.75	5.00	1.25	>Standards	Fulfill

The Social Media Indicator	3.75	2.50	-1.25	<Standards	Doesn't fulfill
The Education Indicator	3.50	3.35	-0.15	<Standard	Doesn't fulfill
The Experience Indicator	3.75	5.00	1.25	>Standard	Fulfill
The Communication Indicator	1.00	5.00	4.00	>Standard	Fulfill
The Capital Indicator	5.00	5.00	0	=Standard	Fulfill

Source: Primary data compiled by the authors

Based on the results table above, a comparative chart of the prospective employees mapping "A" with company standards can be made as follows:

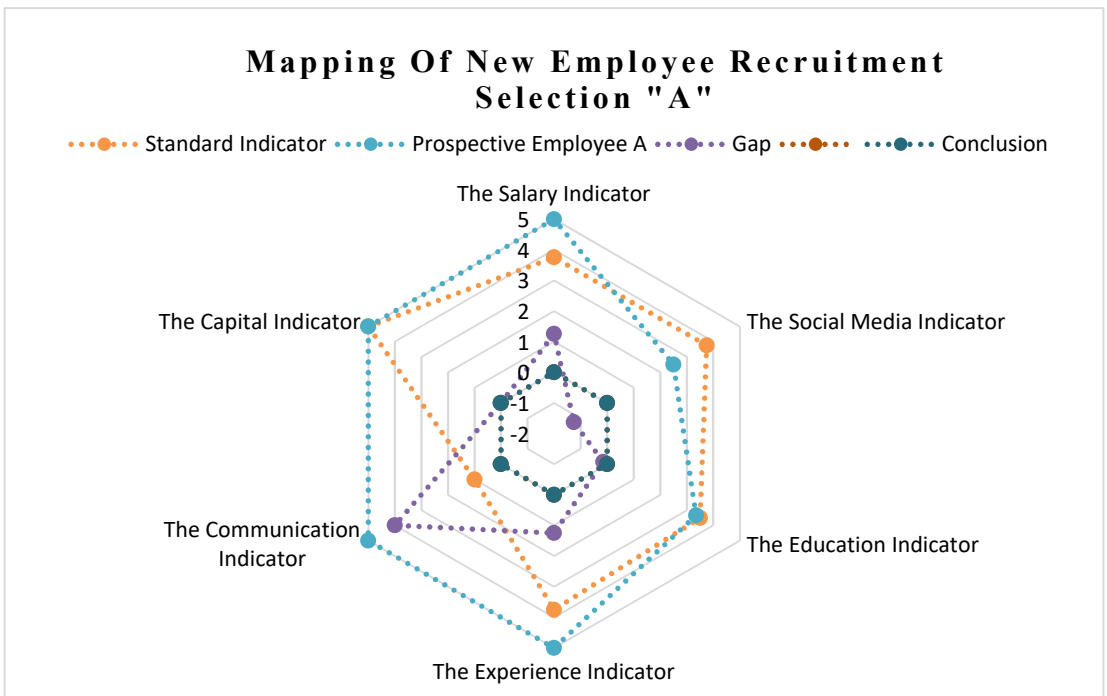


Figure 2. Mapping of new employee recruitment selection "A"

Based on Figure 2, it can be seen that prospective employee "A" has strengths and weaknesses. These advantages are in the indicators: Salary, Experience,

Communication and Capital with Fulfillment status. Weaknesses in the indicators:
Social Media and Capital with Doesn't fulfill status

Table 3. Financial Management Calculation in Recruitment

Institute Name of Psychology Department :			
Smile Consulting, West Jakarta - Online Test			
Type and Cost of Testing (per Person) (Indonesian Rupiah/IDR) :			
General Intelligence Test:	125,000		
IQ test:	125,000		
Personality Test:	125,000		
Print Result Test:	15,000		
Staff Interview Test:	50,000		
Managerial Interview Test:	150,000		
		Total :	590,000

The recruitment tests cost			
HR Department with S.S.E.E.C.C indicators :			
Type and Cost of Testing (per Person) (Indonesian Rupiah/IDR) :			
Salary indicator :	0		
Social Media indicator :	280,000	internet costs per month / 30 Mbps	
Education indicator :	0		
Experience indicator :	0		
Communication indicator :	50,000	studycase for two employees as supporting actor	
Capital indicator :	50,000	download BI checking	
		Total :	380,000

Based on the third table, that the budget allocation using S.S.E.E.C.C can reduce the cost by 38% cheaper. Internet costs per month to view social media and draw data per candidate employee of 280,000 IDR using Indihome Provider with 30 Mbps, this internet data can also be used for daily office activities not specific to recruitment test. 50,000 IDR to pay two employees as supporting actors during the case study of Communication Indicators, can be used and can be eliminated or include non-fixed fees. 50,000 IDR to download data from Bank Indonesia checks on other private companies as intermediaries. Meanwhile, the test costs at a private agency, Smile Consulting, as the data are listed at :

<https://smileconsultingindonesia.com/price/#1664832746804-a472a699-b887> for five types of tests and the cost of printing test results is equivalent to 590,000 IDR.

4. CONCLUSIONS AND RECOMMENDATIONS

4.1 Conclusion

In this research, the authors present and propose with prospective employees who have met the initial requirements as candidates for recommendations and hiring prospective employees for the position of branch leader/pharmacist. The following conclusions are presented and also proposed:

a. The evaluation of prospective employees is more in a mapping system, so that the work process for the HRM section can be better, it is easier in the evaluation stage for prospective employees, then it is presented and it is proposed to select prospective employees for the position of branch leader. Supporting the information needs concerning of the new employee appraisal recruitment, the author presents and proposes using the Spider Plot Method system.

b. Presenting and also proposing prospective employees who meet the standards for branch leadership positions, namely prospective employees "A".

Final Judgment and the accumulation of the best scores from all indicators is a series of stages in the new employee recruitment selection design. As stated above, it will still produce one candidate who is the best and selected.

Henceforward, there are six candidates for managerial level officers/pharmacists/ branch leader, however according to the instructions of the publisher, to facilitate the reading and understanding of the journal, it is recommended to present one candidate. Financial management calculation analysis on this study has several important functions that help in effective financial management, as follows:

1. Determine the budget for recruiting officers. With financial analysis, management can know the financial condition of the company and determine the corresponding budget jobdesc needed in the recruitment of employees.

2. Establish an employee development strategy. With financial analysis, management can know the company's financial performance and determine the employee development strategy that matches the financial conditions of the company.

4.2 Suggestions

In this research, the authors also present and propose suggestions. The following results can be read, studied, understood and applied accordingly for good things, in science or education:

a. The spider plot method can be used as an alternative for company managerial decision making not only for selection of employee recruitment but for sales, finance, procurement and other parts of a company. In this journal it is used for decision making on new employee recruitment selection. In addition to other

decision-making methods that already exist and have been used. For consideration as well as suggestions for companies at the selection stage for recruitment new employees. The spider plot method, both static and dynamic, can be used as a reference source for future researchers. This research can be used to find out the application of the theory obtained in the academic field to the reality in companies, regarding problems that exist in HRM, especially regarding employee recruitment selection.

- b. This research can also be used as a guide to the development of scientific knowledge in the field of financial management calculations related to staff recruitment and tools to test the theory, especially those related to HRM and financial management due to the efficiency of financial budgeting as well as development of financial budgets for employment and staff training in the following year.

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HASIL TINJAUAN NASKAH

No.: 566/Journal of Social Science/V/2023

Perihal : Hasil Tinjauan Naskah

Berdasarkan data dibawah ini,

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Institusi : Ma Chung University^{1,2,3,4}, Kazan Federal University⁵

Judul Naskah : *“The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment”*

Terima kasih atas berkas sebelumnya, Tanggapan Tinjauan Naskah, telah dilengkapi sesuai dengan yang dipersyaratkan. Surat ini merupakan konfirmasi bahwa penulis jurnal telah menyelesaikan dan bukti hasil *manuscript review* pertama. Demikian informasi ini disampaikan dan atas perhatiannya, kami ucapkan terima kasih. Journal of Social Science, JSSS, telah terindeks pada Sinta, dan indeks internasional EBSCO, Copericus, serta terarsip digital pada Google Scholar, Academia Edu, dll.

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Terdapat beberapa persyaratan tinjauan naskah yang harus dipenuhi, tenggat waktu tidak lebih dari tujuh hari kerja selanjutnya, harap dapat dikirimkan kembali.

No	Bab dan Sub Bab	Tinjauan Naskah
1	<i>Methods</i>	Pada Bab dan Sub Bab 3. <i>RESEARCH METHODS AND RESULTS</i> & 3.1 <i>Research Method</i> digabungkan utuh; Tata letak Bab dan Sub Bab 3. & 3.1 pindahkan setelah Introduction.
2	<i>Conclusion</i>	Materi Bab 4. <i>CONCLUSIONS AND RECOMMENDATIOS</i> , hanya tampilkan <i>CONCLUSION</i> dan Sub Bab 4.2 <i>Suggestions</i> , harap dihapus karena limitasi halaman.
3	<i>RESULTS AND DISCUSSION</i>	Harap dipadatkan naskah menjadi pembagian : <i>RESULTS AND DISCUSSION</i> , <i>Company assessment standards</i> , & <i>Research results</i> karena limitasi halaman.
4	<i>REFERENCES</i>	Perbaiki bagian Referensi, Harap pergunakan sitasi penulis lintas negara, & Maksimal 15 penulis sitasi.

Mohon untuk membalas dengan *file* berkas "Tanggapan Tinjauan Naskah.", format surat sesuai dengan surat ini, gunakan nomor surat berikutnya, untuk memudahkan Editor dalam memeriksa tinjauan naskah. Informasi lebih lanjut seperti yang tertera di situs jurnal. Demikian informasi *manuscript review* kedua yang dapat disampaikan. Atas perhatian Bapak/Ibu kami mengucapkan terima kasih.

TANGGAPAN TINJAUAN NASKAH
No.: 568/Journal of Social Science/VI/2023

Perihal : Tanggapan Tinjauan Naskah

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Berdasarkan hasil tinjauan naskah pertama, penulis akan mengirimkan tanggapan tinjauan naskah kedua, pada halaman selanjutnya penulis telah menambahkan berkas sesuai kebutuhan. Atas perhatiannya, kami ucapkan terima kasih.

Surabaya, 2 Juni 2023



Hartomy Akbar Basory

Berdasarkan beberapa persyaratan tinjauan naskah pertama yang harus dipenuhi, kami telah mengerjakannya dan dalam tenggat waktu yang ditentukan.

No	Bab dan Sub Bab	Tinjauan Naskah
1	<i>Method</i>	Pada Bab dan Sub Bab 3. <i>RESEARCH METHODS AND RESULTS</i> & 3.1 <i>Research Method</i> telah dikerjakan pengabungan menjadi utuh. Bab dan Sub Bab 3. & 3.1 telah dipindahkan terkait tata letak setelah <i>Introduction</i> .
2	<i>RESULTS AND DISCUSSION</i>	Pada naskah pembagian : <i>RESULTS AND DISCUSSION</i> , <i>Company assessment standards</i> , & <i>Research results</i> telah disesuaikan sebagaimana arahan
3	<i>Conclusion</i>	Materi Bab 4. <i>CONCLUSIONS AND RECOMMENDATIONS</i> , telah dirapikan tampilan <i>CONCLUSION</i> dan Sub Bab 4.2 <i>Suggestions</i> , telah dihapus.
4	<i>REFERENCES</i>	Telah diperbaiki bagian Referensi, sitasi penulis lintas negara yang dipergunakan, & menggunakan 15 penulis sitasi terkait isi jurnal.

Untuk memudahkan Editor meninjau berkas tanggapan naskah, penulis melampirkan koreksi pada halaman berikutnya dan keseluruhan naskah dalam berkas *file* yang berbeda. Demikian informasi yang dapat penulis sampaikan. Atas perhatian Bapak/Ibu penulis mengucapkan terima kasih.

No. 1. Bab *Method*.

METHOD

The research method uses charts, analysis with the spider plot method to provide a clear picture of the research course being carried out, the research design is presented below. The charts are shown from the explanation above, make it easier to understand the research steps that have been planned, carried out, produced and displayed after coming, observing, designing and trying to implement. What is in that place is tried to be displayed through a chart, in addition to being displayed qualitatively or de jure.

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No 2. Bab *RESULTS AND DISCUSSION*

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Research results

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The Capital Indicator	5.00	5.00	0	=Standard	Fulfill

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Based on the results table above, a comparative chart of the prospective employees mapping "A" with company standards can be made as follows:

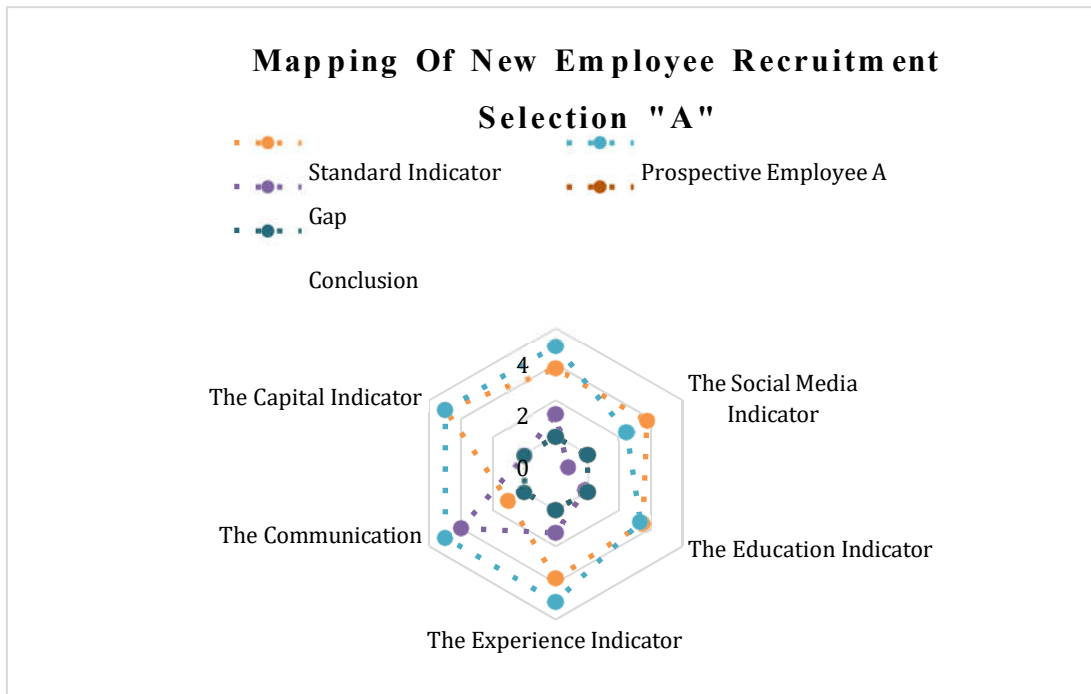


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Total : 380,000	

Based on the third table, that the budget allocation using S.S.E.C.C can reduce the cost by 38% cheaper. Internet costs per month to view social media and draw data per candidate employee of 280,000 IDR using Indihome Provider with 30 Mbps, this internet data can also be used for daily office activities not specific to recruitment test. 50,000 IDR to pay two employees as supporting actors during the case study of Communication Indicators, can be used and can be eliminated or include non-fixed fees. 50,000 IDR to download data from Bank Indonesia checks on other private companies as intermediaries. Meanwhile, the test costs at a private agency, Smile Consulting, as the data are listed at : <https://smileconsultingindonesia.com/price/#1664832746804-a472a699-b887> for five types of tests and the cost of printing test results is equivalent to 590,000 IDR.

No. 3. Bab *Conclusion*.

CONCLUSION

In this research, the authors present and propose with prospective employees who have met the initial requirements as candidates for recommendations and hiring prospective employees for the position of branch leader/pharmacist. The following conclusions are presented and also proposed:

a. The evaluation of prospective employees is more in a mapping system, so that the work process for the HRM section can be better, it is easier in the evaluation stage for prospective employees, then it is presented and it is proposed to select prospective employees for the position of branch leader. Supporting the information needs concerning of the new employee appraisal recruitment, the author presents and proposes using the Spider Plot Method system.

b. Presenting and also proposing prospective employees who meet the standards for branch leadership positions, namely prospective employees "A".

Final Judgment and the accumulation of the best scores from all indicators is a series of stages in the new employee recruitment selection design. As stated above, it will still produce one candidate who is the best and selected.

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The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment

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KEYWORDS

New Employee Recruitment, Financial Management, Methods Spiderplot, Human Resources, Pharmaceutical Companies.

ABSTRACT

This research aims to produce a new design of employee recruitment for the position of store head or pharmacist and the financial management calculation design in recruitment at the XYZ branch in Surabaya. The object of research is a profitable business venture in the pharmaceutical field and establishes the procurement and sale of pharmaceutical needs to the general public with national standards in Indonesia. The research tests used the employee selection system as well as the company's financial budget design for recruitment with qualitative research methods. The research was analyzed using the spider diagram method as well as B.E.S.S.T, Basory's - Economic - Suggestions for Solutions to the Trouble – method as well as simple financial statements of employee recruitment. Based on this research, the spider diagram method can be an alternative for evaluating potential new employees to get the best candidates. This research produces a scientific novelty regarding six indicators of new employee recruitment, namely salary, social network, experience, education, communication, and capital, as well as generating efficiency and effectiveness in simple financial statements related to employee recruitment.

INTRODUCTION

Companies must be able to effectively manage and quickly oversee the utilization of their human resources. (Okoye & Ezejiofor, 2013) In the modern generation of globalization, there was huge adoption of statistics generation in numerous fields to be able to enhance the overall performance of preceding systems.(Mikalef, Krogstie, Pappas, & Pavlou, 2020) This is particularly important in the context of the implementation of free trade, which began in 2003.(Mikalef et al., 2020)

There is a tendency that most of the Human Resources still have low emotional intelligence, such as jealousy, which is divided among others, doesn't like to see other people succeed, puts each other down, and slander co-workers.(Erber & Erber, 2016) Because the problem complication of optimizing the performance of Human Resources, performance management that includes setting up and management is needed.(Kaliannan, Darmalinggam, Dorasamy, & Abraham, 2023) Therefore, to support an effective new employee candidate information system, it is necessary to design a more comprehensive database method so that it will be easier to process the required data and make a decision about whether or not to admission new employees. As the times develop, an alternative mapping of individual performance appraisals was introduced to public which is comparatively easier and also practical to execute.(McDavid, Huse, & Hawthorn, 2018)

In 2021-2022, the whole world in general and Indonesia, in particular, will have more than tens of thousands of branches of pharmaceutical pharmacy companies.(Rogers & Wynn-Moylan, 2022) One of the companies that attracted attention was PT XYZ. A company that is categorized as the best company in Indonesia with various company achievements owned by the highest Top Brand Award and one of the largest market capitalizations and has employee fundamentals, as well as good finances compared to other companies with the need for a touch of employee recruitment innovation that can help the effectiveness of recruitment duration. In March 2020, Indonesia was hit by the COVID-19 pandemic. This pandemic also has an impact on the performance of all companies including those in the healthcare industry.(Vrontis, El Charani, El Abiad, El Nemar, & Yassine Haddad, 2022) Companies must be able to manage and oversee the utilization of their human resources effectively and quickly.(Magableh & Al-Tarawneh, 2021) In the modern globalization generation of the 2021-2022 post-COVID-19 pandemic, there is a massive adoption of statistical generation in various fields to be able to improve the overall performance of the previous system. This is particularly important in the context of the implementation of free trade that began in 2003.(Mertins, Heisig, & Vorbeck, 2003)

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slander colleagues.(De Botton, 2019) Due to the complexity of the problem in optimizing the performance of Human Resources, performance management is needed, including setting up and managing it. Therefore, to support an effective new employee candidate information system, it is necessary to design a more comprehensive database method so that it will be easier to process the data needed and make decisions about whether or not to accept new employee candidates. Along with the times, an alternative individual performance assessment mapping was introduced which is relatively easier and more practical to do. This research is a development of several studies, one from (Ekwoaba, Ikeije, & Ufoma, 2015) states that good recruitment and selection criteria can improve organizational performance. Good criteria include the match between candidates and jobs, candidate skills and competencies, work experience, and the ability to adapt and collaborate with work teams. In addition, this journal also suggests that the use of technology in recruitment can improve the efficiency and effectiveness of recruitment. The research period chosen is 2021-2022 with the consideration that the covid pandemic occurred in 2020.

This how can be swallowed accidentally by any company or organization, both on a slight and large scale, namely the spider web method(Lin, Milligan, Wiebe, & Zhou, 2017). This method is able to provide the appraisal results on a test that is representative, accountable and reliable as well as able to minimize placement errors due to improper assessment(Bernardin & Wiatrowski, 2013). So that it can be lapsed as a fundamental for creation decisions about recruitment new employees. The practice comparison mapping among several indicators of each fellow with the company indicator standards required, so from this test, we can know whether the individual has met the company's standards or not. Starting from the surface above, the researcher is fascinated in taking a title according to the concentration of human resource management, HRM, and taking place in the company and society, the title: "The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment."

METHOD

The research method uses charts, analysis with the spider plot method to provide a clear picture of the research course being carried out, the research design is presented below. The charts are shown from the explanation above, make it easier to understand the research steps that have been planned, carried out, produced and displayed after coming, observing, designing and trying to implement. What is in that place is tried to be displayed through a chart, in addition to being displayed qualitatively or de jure.

The method of calculating financial management is used for several things, among others: it is used to provide information about the ability of the company to do financial efficiency at the focus of staff recruitment; to see the level of financial health of the enterprise. By analyzing the financial ratio, it can be seen how the level

of financial health of a company is related to employee recruitment factors, so it is possible to analyze how long the company is able to survive and grow with the support of newly recruited employees.

RESULTS AND DISCUSSION

Company assessment standards

To carry out the employee recruitment process and fill the vacant leadership positions at XYZ Branch Office Surabaya. The object of research evaluates prospective employees who apply and have met the initial requirements. From several prospective employees, one person will be selected who will be recommended to the XYZ Head Office. In this study, the authors conducted direct tests on the samples and then analyzed them using the spider plot method as an alternative to the performance appraisal method which is relatively easy to understand and apply. The following are the results of individual assessment standards:

Table 1. Assessment Standard Results

Number	Description	Company Standard Score
1	The Salary Indicator	3.75
2	The Social Media Indicator	3.75
3	The Education Indicator	3.50
4	The Experience Indicator	3.75
5	The Communication Indicator	1.00
6	The Capital Indicator	5.00

Source: Primary data compiled by the authors

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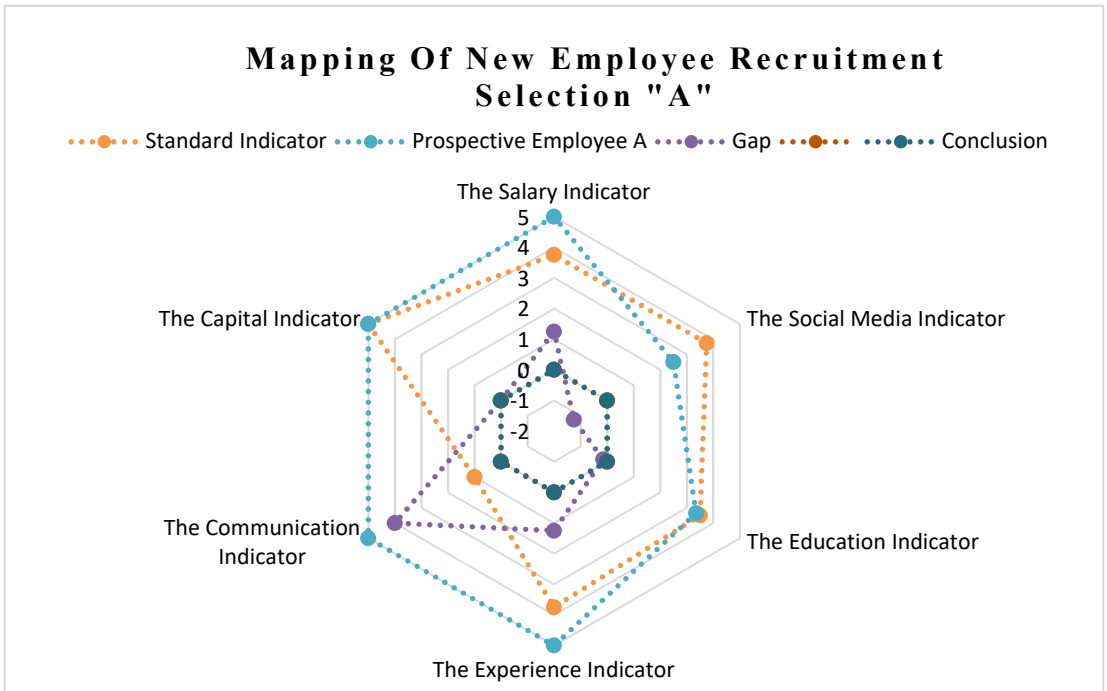


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HASIL TINJAUAN NASKAH

No.: 569/Journal of Social Science/VI/2023

Perihal : Hasil Tinjauan Naskah

Berdasarkan data dibawah ini,

Nama Penulis : Hartomy Akbar Basory¹, Uki Yonda Aseptia², Elisa Agustina Kinanti³, Michael Marshal Bintang Rossach⁴, Yuriko Prastiyo⁵**Institusi** : Ma Chung University^{1,2,3,4}, Kazan Federal University⁵**Judul Naskah** : *“The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment”*

Terima kasih atas berkas sebelumnya, Tanggapan Tinjauan Naskah, telah diselesaikan sesuai dengan yang dipersyaratkan. Surat ini sebagai konfirmasi bahwa penulis jurnal telah menyelesaikan dan bukti hasil *manuscript review* kedua. Demikian informasi ini disampaikan dan atas perhatiannya, kami ucapkan terima kasih. Journal of Social Science, JSSS, telah terindeks pada Sinta, dan indeks internasional EBSCO, Copericus, serta tersip digital pada Google Scholar, Academia Edu, dll.

Cirebon, 7 Juni 2023

Best Regards,
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LETTER OF ACCEPTANCE (LoA)
e-ISSN 2721-5202 | p-ISSN 2720-9938

Number : 570/ Journal of Social Science/VI/2023
Page : Journal Publication Manuscript Acceptance Letter
Dear

**Hartomy Akbar Basory¹, Uki Yonda Asept², Elisa Agustina Kinanti³, Michael Marshal
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Congratulations! Journal of Social Science Editor is pleased to announce that your
paper entitled **The New Employee Recruitment with the Spiderplot Method and
Financial Management Calculation in Recruitment** has been **ACCEPTED** for
publication in JSS (Journal of Social Science) International Journal Volume 4 No. 4, July
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is appreciated highly.

Best Regards,
Chief Editor



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ARTIKEL JURNAL DITERBITKAN DARING

No.: 571/Journal of Social Science/VII/2023

Perihal : Konfirmasi Artikel Jurnal Diterbitkan Daring

Berdasarkan data dibawah ini,

Nama Penulis : Hartomy Akbar Basory¹, Uki Yonda Asept², Elisa Agustina Kinanti³, Michael Marshal Bintang Rossach⁴, Yuriko Prastiyo⁵Institusi : Ma Chung University^{1,2,3,4}, Kazan Federal University⁵Judul Naskah : *“The New Employee Recruitment with the Spiderplot Method and Financial Management Calculation in Recruitment”*

Terima kasih telah mempercayakan kepada Editor dan Penerbit atas naskah yang telah tim penulis kirimkan sebelumnya. Surat ini merupakan konfirmasi bahwa artikel jurnal tersebut telah diterbitkan secara daring.

Berdasarkan hasil, artikel tersebut dinyatakan TERBIT di Journal of Social Science Volume 4, Nomor 4, July 2023, pada halaman 915 - 921. Artikel tersebut dapat diakses secara darind di <https://jsss.co.id/index.php/jsss/article/view/630> . Demikian informasi ini disampaikan dan atas perhatiannya mengucapkan terima kasih.

Cirebon, 26 Juli 2023

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