

## **The Effect of the Recruitment System on Interest in Applying to Work Abroad Mediated by Compensation in the Labor Force in Bekasi Regency**

**Denny Hidayat<sup>1\*</sup>**

<sup>1</sup>Universitas Pelita Bangsa

E-mail: [hidayatdenny788@gmail.com](mailto:hidayatdenny788@gmail.com)

### **Abstract**

This research was conducted with the aim of determining the influence of the recruitment and compensation system on the interest of applying to work abroad by the workforce in Bekasi Regency. This research was conducted on the workforce in Bekasi Regency with a sample of 95 respondents. The method in this study uses a quantitative method with random sampling. Data collection in this study uses an online questionnaire through google forms. The data analysis used in this study uses SmartPLS software version 3.0. Based on the results of data processing research, the recruitment system affects interest in working, the recruitment system affects compensation, compensation affects interest in applying for work and the recruitment system through compensation affects interest in applying for work.

**Keywords:** Recruitment System, Compensation, Interest in applying for a job, Work Interest

### **Introduction**

Everyone has their own needs for life. In meeting these needs, of course, a person needs to work to make money so that his life needs are met. The fierce competition in the world of work is very difficult to avoid, the number of jobs in Indonesia, especially in Bekasi Regency, is still not enough to accommodate the generation of job seekers who are still unemployed. The available jobs are not proportional to the number of job seekers. This limitation makes a person think hard to find other opportunities to get a job. In this modern era, the range of information is easily accessible to get something we need, one of which is about the opportunity to work abroad.

Progress in the current era of globalization is also felt in the field of human resources. The existence of social media makes all the information we need easy to get, at the forefront of e-recruitment applications are widely used in job searches. This helps recruiters in finding candidates for the manpower needs in their company in a wider range. In addition, the positive value is also felt by prospective candidates or job seekers in applying for a job at the desired company even though the distance is very far such as abroad. The difficulty of getting a job in Indonesia because of the recruitment system that is quite difficult is the reason why job seekers are interested in working abroad. Non-transparent job vacancy information, age restrictions and difficult recruitment qualifications are the main reasons, not to mention the limited employment opportunities and the workforce that has just graduated from school every year increases disproportionately to the number of jobs. According to data from the National Statistics Agency (BSN), the number of unemployment rates in Indonesia until

February 2024 reached 7.2 million people. This number is the highest among other ASEAN countries.

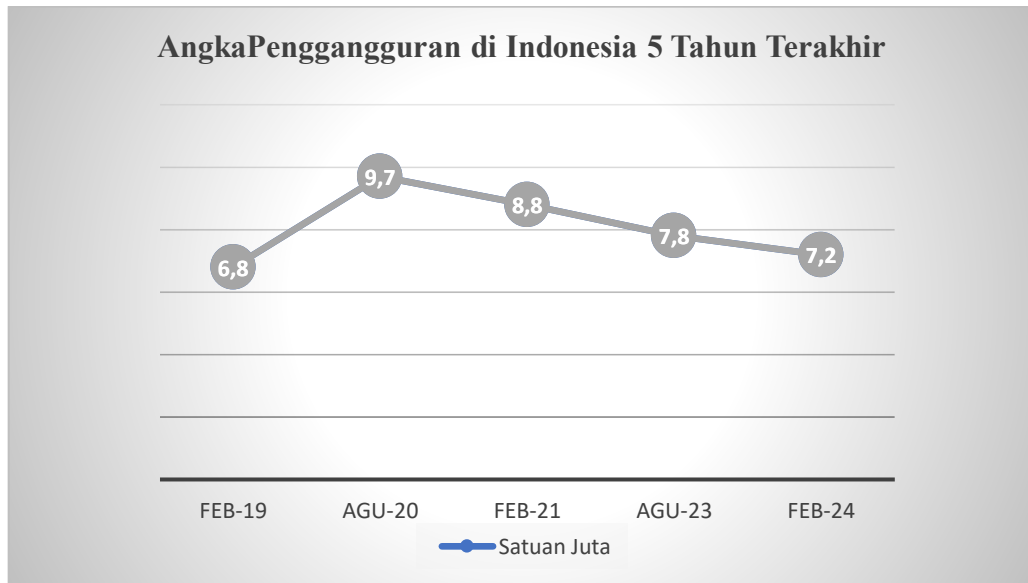


Figure 1. Number of Unemployed in Indonesia  
Source : National Statistics Agency

The problem of unemployment certainly needs to be suppressed. In the modern era like today, it is necessary to be observant to see job opportunities and opportunities by utilizing easily accessible digital facilities. With the e-recruitment system that is starting to be used by various companies or agencies, job agencies are expected to be the key to getting a job that is in demand. Another advantage for recruiters is that they can get quality human resources with a wide range of skills needed.

Human resources are valuable assets for a company, their role is very important. According to (Atikawati, 2016), human resources are valuable for an organization that makes a great contribution to the organization to achieve its goals. The activities related to human resources include, human resource planning, procurement, development and maintenance. (Lina, 2020), the presence of human resource management is actually to manage reliable human resources, one of which can be seen or produced from the recruitment process. One of the activities discussed in this study is procurement which includes a recruitment and selection system. Recruitment is an activity to attract prospective candidates who are in accordance with the qualifications of the abilities needed by the organization to be hired in certain sections. (Sunarsi, 2018), revealed that selection is a continuation process of the human resource procurement department after the recruitment process to select the right employee candidates. The recruitment and selection process is the first gate to get reliable human resources for the organization. The transparent and accessible procurement system process allows many candidates who are interested in applying for a job at a company even if the company is located abroad.



One of the motivations for a person to work is to meet the needs of life. With easy access to information related to job opportunities makes a person's interest in applying for a job increase, complete information about the recruitment system listed makes prospective candidates interested in applying for the job. Interest is a tendency of a person's willingness to pursue a field that they like to live or pursue. Meanwhile, interest in applying for a job is a person's willingness or interest in a job or company that they like according to their abilities. (Sari & Hidayat, 2022), expressing interest in applying for a job is a process for interest in getting a job that begins with all efforts to find information related to job vacancies. A sign that someone has an interest or interest in a job is by looking for information related to job opportunities in the company.

Another factor that affects a person being motivated to apply for a job is the amount of salary or compensation from where they work. The greater the compensation obtained from the place where he works, the more likely it is that all his life needs will be met. Compensation is a reward or reward for all sacrifices, both time, thought, energy and abilities given by employees to the company. (Wibowo et al., 2022), revealing that compensation is a reciprocal that the company gives to its employees, either in the form of salaries, wages or incentives. Often the amount of compensation is a high attraction for prospective candidates to apply for a job at a company both at home and abroad. According to (Akhiryan et al., 2024), adequate compensation can encourage a person to improve their performance, because compensation serves as a person's main motivation to work. For job applicants, of course, this will increase interest in the company.

One of the motivations for a person to work abroad is because of the greater compensation when compared to the amount of compensation when working in Indonesia. One of the targeted destinations is Japan. Japan is a developed country with all its sophistication and infrastructure. But unfortunately there is still a shortage of labor to be employed, this is what makes a person intend to work in Japan because of the considerable opportunities and of course the compensation is greater when compared to in Indonesia. This is supported by the statement of JICA (Japan International Cooperation Agency) which stated that the number of workers from Indonesia in January 2024 was 121,507 people, this figure is far higher than in 2023 of 77,889 people.

The large compensation obtained while working in Japan is a motivation for job seekers, because when compared to the salary received while working in Indonesia, the amount is much different. Based on the Nikkei Asia report, the surge in migrant workers over the past five years was triggered by low salaries in the country. This condition makes many job seekers in Indonesia look at Japan as an attractive destination to find a job. The reason is that employers in Japan are now offering high salaries to attract workers. Monthly salaries for foreign workers rose by 8 percent in 2022 to 177,800 yen or about 18.7 million rupiah. So that this can attract the attention of job seekers to find a job in Japan. The data presented shows that the compensation provided by employers and the Japanese government is decent for workers. In previous research, compensation may have influenced someone's interest in applying to work somewhere (Fatimah et al., 2021).



### **Interest in Applying for a Job**

Interest in applying for a job is a person's interest in the field of work for a certain reason which is characterized by all efforts to find information related to the procedure for applying for a job in the place of interest to efforts to be able to work in that place. Prospective candidates or job applicants find out how to work in the place or company they are interested in, starting from learning recruitment procedures, organizational culture, what competencies are needed to the amount of compensation they will receive if they work in the place they are interested in. (Indra & Widoatmodjo, 2021), job interest seen from the perspective of organizational attractiveness emphasizes the image of a company that has succeeded in attracting many applicants to work in an organization.

### **Compensation**

Compensation can be defined as a reward for any sacrifice given to an organization or company such as energy, time, thought and other contributions. Compensation can be in the form of money such as salaries, incentives and other facilitations. (Ekhsan et al., 2022), compensation is everything received by employees, both physical and non-physical. Compensation or rewards can be in the form of goods or money either directly or indirectly from the results of their work to the company. In addition to being part of the company's obligations, compensation also serves as a benchmark to increase motivation, attract the best talent to work in this company and retain talent. From the above explanation, it can be concluded that compensation is a reward from the company for employee contributions in the form of salaries, incentives, insurance and other facilities. Compensation is an important part of cooperation between employees and companies.

### **Recruitment System**

Recruitment is part of human resource management activities. Recruitment is the first step in the process of procuring human resources to meet the needs of the workforce in the company with the aim of attracting candidates to apply for jobs in an organization. The purpose of recruitment is to attract the best talent or prospective employees according to the specified requirements to apply for a job in an organization. (Wijaya, 2017), defines recruitment as the withdrawal of prospective employees with all series of activities that have been planned to meet the needs of the workforce in an organization. According to (Siyah et al., 2020), recruitment is a process of finding or finding someone who is applying for a job to later be employed in an organization. Based on expert presentations, it can be concluded that recruitment is part of management activities in the procurement of human resources whose goal is to attract the best talents or candidates according to the skills needed who can later work in an organization.

### **Hypothesis**

#### **The Relationship Between the Recruitment System and Interest in Applying for Jobs**

The recruitment system is a series of procedures in the process of procuring human resources in an organization. Recruitment is part of human resource management activities that are very important for the progress and development of an organization. Recruitment



becomes the first filter to attract and get the best talent for the organization according to the skills needed. An easily accessible and transparent recursion system makes the chances of attracting candidates even greater to apply for jobs. Organizations or companies also have confidence that with the disclosure of information related to employee recruitment and easy access, job seekers with the best talent will be interested in applying for jobs. Moreover, in today's era of digitalization, there are many applications to find job opportunities and social media to get information and even job opportunities abroad. (Kamelia Pasaribu et al., 2022), the existence of a computerized recruitment system and using a digital information system can provide an efficiency and effectiveness effect for organizations and candidates, in addition to reducing the accumulation of application files if they are still using the old way. Based on the above explanation, the researcher formulated the following hypothesis:

**H1: The recruitment system affects the interest in applying for a job.**

#### **The Relationship Between the Recruitment System and Compensation**

Work is a necessity for a person to meet his or her life needs. Of course, this is a motivation for someone to get a job, especially for those who have not yet found a job. In the recruitment process there are requirements or qualifications that are determined to fill the vacancies in the required parts, In looking for a job a person thinks about several things to apply to work in an organization, for example the location of the company, the company's image, the compensation obtained and other facilities. One of the main reasons is about compensation. In some recruitments, in addition to the qualifications listed, there is also an explanation of the compensation that the company gives to employees for that part. There are times when the amount of compensation varies between wealthy people depending on experience, skills and educational background. The greater the compensation provided by the company, the more likely it is that the interest of job seekers to apply to work for a company will increase. Based on the above explanation, the researcher formulated the following hypothesis:

**H2: The recruitment system has an effect on compensation.**

#### **The Relationship Between Compensation and Interest in Applying for a Job**

Compensation is a reward for the company's services to employees for their contributions, both in the form of money, incentives, insurance and other facilities. Compensation is part of human resource management activities and is an obligation for the company to its employees. (Ekhsan et al., 2022), compensation is everything received by employees, both physical and non-physical. Compensation or rewards can be in the form of goods or money either directly or indirectly from the results of their work to the company. The amount of compensation can be the reason a person is motivated to work. The greater the compensation provided by the company, the more candidates will apply for a job at the company. From the explanation above, the researcher hypothesized the following hypothesis:

**H3: compensation has an effect on interest in applying for work.**

#### **The Relationship Between the Recruitment System and Interest in Applying for Jobs and Compensation**

Compensation is an important part of cooperation between employees and companies. The amount of compensation given to employees must be proportional to their work and responsibilities. (Hermingsih & Purwanti, 2020), compensation is closely related to employee job satisfaction. Interest in applying for a job is the attraction of job applicants to a company to be able to work by being marked by efforts to find information related to job application procedures and the skills needed. (Indra & Widodoatmodjo, 2021), the candidate's interest in applying for a job is seen from the perspective of the image of the company that is considered successful to attract the best talents to apply for a job in a company. From the explanation above, it can be concluded that the ease of access to information related to recruitment can have an influence on the interest in applying for a job, so the researcher formulates the following hypothesis:

**H4: the recruitment system affects interest in applying for a job mediated by compensation.**

### Research Design

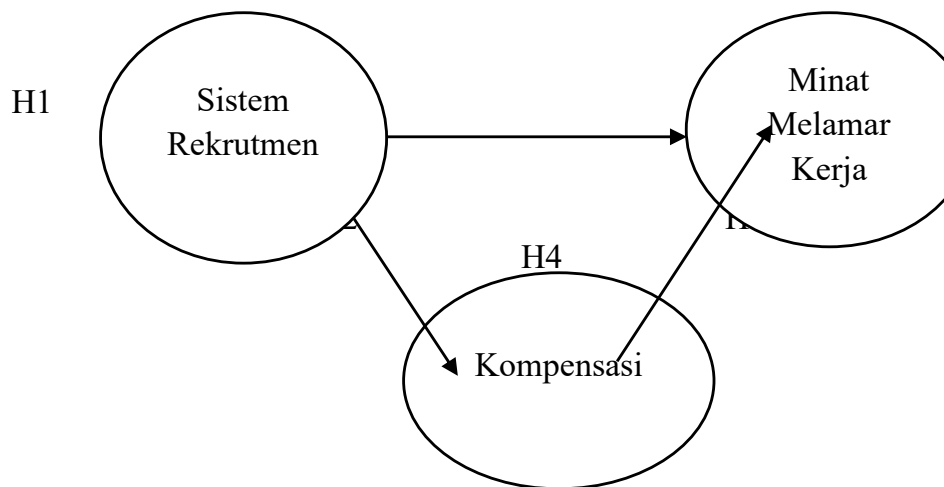


Figure 2. Research Design

### Method

In this study, the research method used is a quantitative type. The data collected from the results of the questionnaire by the respondents was the labor force in Bekasi Regency. The questionnaire is developed from the indicators of each variable. The technique used is random sampling by distributing questionnaires to respondents using google forms online. The sample used was 95 respondents from the workforce in Bekasi Regency. In processing the research data, the SmartPLS SEM software was used to analyze the influence of the recruitment system on the interest in applying for a job mediated by compensation.

## Results and Discussion

### Validity Test

The validity test was carried out to measure the validity of each item of the questionnaire statement. The data is said to be valid if the statement given in the questionnaire describes something that is questioned by the researcher. The validity test was carried out by correlating the statements in the questionnaire with each score in the validity test. The data of this study was processed using SEM SmartPLS software version 3.0

Table 1. Outer Loading Test Results

	Compensation	Work Interest	Recruitment System	Information
Z1	0,562			Valid
Z2	0,540			Valid
Z3	0,798			Valid
Z4	0,877			Valid
Z5	0,741			Valid
Z6	0,781			Valid
Z7	0,865			Valid
Y1		0,715		Valid
Y2		0,803		Valid
Y3		0,577		Valid
Y4		0,803		Valid
Y5		0,787		Valid
Y6		0,742		Valid
X1			0,812	Valid
X2			0,567	Valid
X3			0,697	Valid
X4			0,629	Valid
X5			0,805	Valid
X6			0,824	Valid

Source : Outer Loading Test Results Using SmartPLS 3.0 Software

### Discriminate Validity Test

Discriminate Validity is a comparison between discriminate validity and square root of average extracted (AVE). The value of the square root of the AVE of each construct is greater than the correlation value between the construct and other constructs in the model, so the value of discriminant validity is both good and for the expected AVE value is  $>0.5$ . If the AVE value is  $>0.5$  then the statement is said to be valid. Meanwhile, if the AVE value is  $<0.5$ , the statement is said to be invalid. The following are the results of the AVE (Average Variance Extracted) test:

Table 2. AVE Test

Variable	Average Variance Extracted (AVE)
Compensation	0,560
Work Interest	0,551
Recruitment System	0,514

Source : AVE Test Results Using SmartPLS 3.0 Software

From the results of the AVE test above, each variable has an AVE value above 0.5 or >0.5, then the statement of each variable is said to be valid.

### Cronbach's Alpha Test

The resiliency test with composite reliability is strengthened by Cronbach's Alpha value. A variable can be said to be reliable if it has a Cronbach's alpha value of >0.70. Here are the results of Cronbach's Alpha test:

Table 3. Cronbach's Alpha Test

Variable	Cronbach's Alpha
Compensation	0,863
Work Interest	0,835
Recruitment System	0,806

Source : Cronbach's Alpha Test Results Using SmartPLS 3.0 Software

From the results of the Cronbach's Alpha test above, each variable has a Cronbach's Alpha value of >0.70, so it can be said that the variable is reliable.

### Inner Model Test

Testing a structural model by looking at the R-square value which is the result of the goodness of fit model test. The following are the results of the R-square test:

Table 4. R-Square Value Results

Variable	R Square	R Square Adjusted
Compensation	0,381	0,365
Work Interest	0,558	0,535

Source : R-Square Test Results Using SmartPLS 3.0 Software

From the results of the R-square test, the recruitment system model for job interest has an R-square value of 0.381 which illustrates that the variability of work interest can be explained by the variables of the recruitment system construct of 38.1% and 61.9% explained by other factors outside this study. Then another influence on compensation is 0.558 or 55.8% of the compensation construct with the variables of recruitment system and work interest. Meanwhile, 44.2% were influenced by other variables besides this study.



**Structural Test Model**

The structural test of the model was obtained from the results of boothstrapping. The trust level used is 95%.

Table 5. Total Effect

Variable	Compensation	Work Interest	Recruitment System
Compensation		0,412	
Work Interest			
Recruitment System	0,617	0,673	

Source : Total Effect Test Results using SmartPLS 3.0 software

The following is a diagram of the T-Stats value of the SmartPLS 3.0 output:

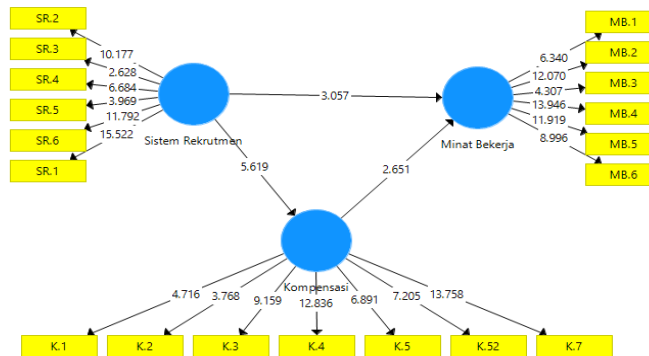


Figure 3. Bothstapping output

Source : Output of Bothstrapping using SmartPLS 3.0 software

**Conclusion**

Based on the results of testing, processing and analysis of data that has been carried out regarding the influence of the recruitment system on the interest in applying for work, the recruitment system on compensation and the effect of compensation on interest in working. This test uses SEM SmartPLS 3.0 software. After processing the data using SmartPLS software, it can be concluded that the recruitment system has a positive effect on work interest. The easier the recruitment system, the more candidates are interested in applying to work in an organization, even if it is not significant. The recruitment system affects compensation. The recruitment system to meet the needs in an organization at a certain level can affect the amount of compensation. Compensation has a positive effect on interest in working. The higher the compensation value, the greater the candidate's interest in working in an organization. The recruitment system through compensation has an effect on work interest.



The higher the value of the recruitment and compensation system in an organization, the higher the candidate's interest in working in an organization.

## References

- Akhiryana, M. T., Ahmadi, M. A., Management, P. S., & Surakarta, U. M. (2024). The Effect of Compensation and Work Motivation on the Performance of the Management Study Program, University of Muhammadiyah Surakarta. 1, 56–67.
- Ekhsan, M., Putri Ayu Jayanti, N. K., & Dhyana Parashakti, R. (2022). The Effect of Employer Branding on Interest in Applying for a Job with Compensation as a Mediation Variable. *Journal of Managerial and Entrepreneurial Perspectives (Jpmk)*, 2(1), 16–29. <https://doi.org/10.59832/jpmk.v2i1.105>
- Fatimah, S., Kusniawati, A., & Kader, A. M. (2021). The influence of company reputation and compensation on interest in applying for a job. *Business Management And Entrepreneurship Journal*, 3(2018), 40–55.
- Hermingsih, A., & Purwanti, D. (2020). The Effect of Compensation and Workload on Job Satisfaction with Work Motivation as a Moderating Variable. *Journal of Dimensions*, 9(3), 574–597. <https://doi.org/10.33373/dms.v9i3.2734>
- Indra, I. R., & Widodoatmodjo, S. (2021). Analysis of Employer Branding Strategy on Interest in Applying for Jobs. *Journal of Business Management and Entrepreneurship*, 5(4), 414. <https://doi.org/10.24912/jmbk.v5i4.12803>
- Kamelia Pasaribu, J., Shofia Hilabi, S., Nurapriani, F., & Buana Perjuangan Karawang, U. (2022). The implementation of the employee recruitment system of Pt. Buana Sejahtera Sentosa uses the black box testing method. *Journal Of Information Technology And Computer Science (IntecomS)*, 5(2), 173–179.
- Lina, R. (2020). The Effect of Recruitment on Employee Performance. *Scientific Journal Of Reflection: Economic, Accounting, Management And Business*, 3(3), 281–290. <https://doi.org/10.5281/zenodo.3930694>
- Recruitment, S. (2016). Recruitment and selection strategies for employee performance. 4(1), 9–23.
- Sari, M. F., & Hidayat, N. (2022). Compensation and e-Recruitment Roles: Analysis of Interest in Applying for Jobs in Prospective Employees / Employees of the Millennial Generation. 6(1), 66–80. <https://doi.org/10.31602/atd.v6i1.6088>
- Siyah, S., Mansur, M., & Muhtadi, R. (2020). Analysis of recruitment and training systems in improving employee performance. *Ar-Ribhu : Journal of Sharia Management and Finance*, 1(2), 188–203. <https://doi.org/10.55210/arrribhu.v1i2.488>
- Sunarsi, D. (2018). The effect of recruitment, selection and training on employee work productivity. *Creative Journal: Marketing, Human Resources and Finance*, 6(1), 14–31.
- Wibowo, T. S., Tannady, H., Erlianti, D., Setiadi, R., & Suparman, S. (2022). Analysis of the role of job compensation and job training on the performance of Foodpedia Group employees. *Journal Of Economic, Business And Accounting (Costing)*, 6(1), 924–930. <https://doi.org/10.31539/costing.v6i1.4640>



Wijaya, M. (2017). The Effect of Recruitment and Career Development System on Employee Job Satisfaction at Pt. Kimia Farma Plant Medan. *Journal of Business Concepts and Management*, 3(1), 1–8.