Socialization Applicant Tracking System (ATS) and ATS Curriculum Vitae for ITL Trisakti and General Students

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A R T I C L E I N F O

A B S T R A C T

The method used for the program is through socialization and knowledge sharing about the Applicant Tracking System (ATS) in the form of case examples and tips online because the implementation of the events was still in the PPKM period. The Implementation of the activity was centered at ITL Trisakti, East Jakarta and participants could take part online. The purpose of the socialization is to prepare basic knowledge for students and the general public about ATS and its derivative applications. As a result of these activities, participants understand more about ATS. And start updating their profiles and curriculum vitae using ATS so that it is more accessible to recruiters of companies that need employees to fill the required positions.

INTRODUCTION

Central Agency Statistics (BPS) records the number of unemployed from various areas of education in Indonesia. In 2020, vocational school graduates will be unemployed reaching 13.55%. That figure is the highest compared with a graduate of level school other. Source other state that the level of unemployment open as of February 2022 reached 5.83% or down 0.43% compared to February 2021. An increasing amount of unemployment consequence pandemic Covid-19 become a problem in every country, except Indonesia. Since March 2020, total unemployment has increased to 2.67 million people. That figure is equivalent to 7.07% of the total workforce. Based on BPS data, the number is 7.35% of unemployment originates from graduates of college. The Covid 19 pandemic triggered an upheaval economy and sectors' sufficient finances, so countries in the world including Indonesia are experiencing very high uncertainty and facing challenges in health, social, and economic. This matter moves many countries in Asia, including Indonesia, which are trying to be at the forefront in field health, technology, economy, climate, management chain supply, structure business, and internal strategy face uncertainty. With so, No direct create Lots vacancy work for seekers Work. However, there are a number of things that make the seeker Work No can occupy all over vacancy existing work, because of lack of information or access to vacancy available jobs.

The data above gives rise to the desire from Service Lecturers To do something and contribute as small whatever For do something dam form activity devotion to the public. However so, since the pandemic Covid-19 hit Indonesia, based on data (KOMINFO, 2021) internet use and accelerated adoption of digital technology are very fast in daily Indonesian society good in matter Study teaching from home, working and searching work from home, shopping and also doing examination health through a digital application . The government does too effort For push the spread Covid-19 with method to push public For can adapt use digital application. Transformation or change process systematic For support objective government that , preferably supported by the community-wide especially institution education that has not quite enough answer as a driving motor education in public. Actually Lots very information vacancy possible work obtained Where have you been . Development technology the more makes it easier for people to search for information type suitable job For himself. According to Salim (2017) there are 6 (six) sources of information vacancy work that can made references, namely print media, electronic media, online media, announcements, job fairs, and so on.

Education is business conscious and planned For realizing atmosphere learning and the learning process for participants educate in a way active develop potency himself For own religious spiritual power, control self, personality, intelligence, morals noble, as well necessary skills himself, society, nation and state. Education is also a thing business aware of what is being done For increase competence and quality graduate of schools and colleges tall. In the world of education and sharing graduate of from institution education, technology moment This has connecting people with way really new and transformational, so everyone from all countries do not only Study use technology new deep matter

This is internet technology, but also learning How interact between One with others using technology the (HA Spiers et al., 2018). Abilities and skills use technology This called " Digital Literacy " which Spiers and Bartlett later divided the level become three level, namely : discover and consume digital content, creating digital content and communicating digital level (M. Spiers & Bartlett, 2012). Then, on to development furthermore digital literacy can positioned become right everyone for become access they to in public in context social and cultural, political and also aspects finance, as well For increase Power competitive in look for work and opportunities as well as enhancement career For continuity they.

According to (Syamsul, 2022) the digital world defined by VUCA (Volatility, Uncertainty, Complexity and Ambiguity), has significant impact to implementation management source Power people in institutions education. VUCA demands power Work generation Z for complete himself face disruption and all defining element the occurrence of VUCA (Hameed & Sharma, 2020). Likewise inside management source Power encompassing human three must strategies used For developing in the VUCA era to be involved in cycle turnaround : leadership strategy, differentiation product, and cost strategy low. Following up results that, leader institution as a driving motor management source Power man must own breakthrough service that can go out from VUCA traps for service institution education in line with the demands of the VUCA era. Transformation life public currently walk from Society 4.0 which is public information going to Society 5.0 which focuses on development public in enjoy level life that has high quality with method utilise technology the latest sophisticated in activity social and in various industry as well as push creation innovations latest worth add the tall one (Supangkat, 2020).

Related with transformation life public this, Govt has launch programs through Ministry of Communication and Information For increase digital competence of society in general, and skills generation young people in particular. From research conducted by KOMINFO (2021) majority respondents where to access the internet just and when just with use device their cellphone have. With So, internet access is ready open broad, however thereby Still can researched information what is accessed by Indonesian society in general, and students candidate graduates in particular who can enlarge opportunity they in look for Work. Education is A business conscious of being basic and deep its implementation relate in frame increase people's welfare (Yaniariza, 2022) . There is a need somebody on A information will give birth to request will information desired by the user information. Because Demand and need are closely related tightly, because what someone asks for Of course is what the person needs. In eliminating gap between theory learned in college high level and practice in the industrial world, candidate graduate of college tall must identify knowledge and skills in look for information For quick join with the energy market Work. Prospective graduates who are Generation Z is seen as user technology that is multitasking, creative, efficient and individualistic (Magano et al., 2020) .

Focus and hope Government to generation young who will quick join with force Work is own enhancement quality and skilled use digital technology for increase performance company place they will join at a time lower number unemployment in Indonesia. Digitalization will change pattern work that makes all affairs more easy held (Dhyanasaridewi, 2020). Labor skilled with productivity tall is one of the key mover sector industry potential For create growth quality economy. Quality good education will produce source Power people (HR) who have views advanced and productive so that will can increase level life . Additionally, in connection with digital literacy , capacity graduate of college tall can evaluate related information with credibility and reliability , as well as the abilities of the graduates For make something evaluation about When the right time and how method apply information obtained and also information held (Cirilli & Nicolini, 2019) (M. Spiers & Bartlett, 2012) For look for opportunities, for example opportunity work and also share information about existing competencies and skills mastered so that you can known by recruiters or searcher Work. The process of searching for prospective employees is carried out systematically, starting from a curriculum vitae review to a competency based interview process to see how well the competencies match the position to be filled (Susanto, Sawitri, et al., 2023).

With enhancement HR skills and quality, no only in a way academic but also non academicly like necessary mental readiness, skills supporting and not lost important preparation self in the recruitment process Work. For the HR division within A company, recruitment is a process that is routinely carried out by the company in find, select and hire candidate best For fill in something position or position certain (Hamza et al., 2021). The HR department has responsibility For look for the right graduate or candidate with qualification the best you have graduate of the For fill in position in accordance need organization. However so, if graduate of college tall No follow demands existing technology, then chance they For seen profile and competencies by recruiters will small. In the recruitment process for prospective employees, psychological tests and curriculum vitae reviews are carried out using the ATS system method to read the accuracy of their psychological structure (Susanto, Parmenas, et al., 2023). The recruitment process will determine which candidates will join the company. In general, personnel will curriculum vitae reviews using the ATS method and conduct behavioral event interviews (Candra Susanto et al., 2023)

Jogiyanto (2007) explains that " Quality system application used For measure quality system technology That Alone ". 8 (eight) Other expressed opinions the same definition is Chen (2010) that " Quality system application is something size processing system information That Alone ". A number of researcher has use a number of indicator measurement For measure quality A system application . According to DeLone and McLean (2003), there are 5 (five) indicators used in measurement A quality system application that is as following: (a). Easy of Use (Ease Usage), easy or not something application can used . (b). Response Time (Access Speed), how much fast A application in operate his task. (c). Reliability (Reliability System application), related with is application success undergo function , in period time and conditions operation certain . (d).

Flexibility is related with ability application For adapt and work with effective in situation whatever. (e). Security is related with level security application when used.

Responding regarding above, Service Lecturer initiative For organize a Community Service program To the Community within order : 1) provide knowledge base motivation For success in career ; 2) give knowledge and introduction to students about Applicant Tracking System (ATS) and applications derivative like LinkedIn and others will makes it easier students discovered by recruiters from company ; 3) give knowledge and sharing experience to students about method make ATS curriculum vitae, LinkedIn , etc. Need information arise when knowledge possessed somebody not enough than required , so push somebody For look for information. There is a need somebody on A information will give birth to request will information desired by the user information . Because Demand and need are closely related tightly, because what someone asks for Of course is what the person needs . In stages This search information For fulfil need they on information started from user can interact with channels and systems existing information (Nicholas, 2010) .

According to Effendy (2003), indicators can be determine need audience towards fulfillment Individual needs are shared to in classification as following : a. Need cognitive (cognitive needs) are related needs with confirmation information, knowledge and understanding about environment. Need This based on desire For understand and 10 master environment, also satisfies curiosity us and encouragement For investigation We . b. Need affective (affective needs) are related needs with confirmation aesthetic, pleasurable and emotional experiences. c. Need social in a way integrative (social integrative needs) is related needs confirmation contact with family , friends and the world. Things the based on desire For affiliated . d. Need release (escapist needs) is related needs with effort avoid pressure, tension , and desire will diversity . e. Need personal in a way integrative (Personal integrative needs) is related needs with confirmation credibility, trust, stability, and individual status.

IMPLEMENTATION AND METHODS

Initial idea, planning and implementation activity done for 4 (four) months, starting in April 2022 and realization activity carried out in August 2022. Implementation activity devotion to public This Still notice provision from Government Because Still during the PPKM Covid-19 period, so very limited implementation helped with help technology simple that is benefit means Zoom Cloud Meetings . (1) The implementation method used is by providing outreach on the ITL Trisakti campus. (2) After the three speakers had finished explaining, the practice of creating an ATS CV was carried out and one of the applications was LinkedIn. (3) Persuading students to update their profiles and curriculum vitae with the competencies and certifications they already have as the first step to building superior quality ITL Trisakti human resources. Registration participants who will follow activity This done with various way, through google form, whats app and also register in a way direct moment activity taking place. With use application Zoom Cloud Meeting facilitated by the ITL Trisakti DP2M

Unit, then maintenance activity realized on Wednesday, August 31 2022, with attended by 23 online Participants and three students taking part offline .

RESULTS AND DISCUSSION

The purpose of doing it activity This is For increase knowledge and digital literacy of students and the general public For prepare self before enter industry work, with method introduce applicant tracking system (ATS) in general used by recruiting companies power Work new use digital platform, creating Curriculum Vitae, Applicant Tracking System and other online applications .

Figure.1 Display Flyers Activities
(source : documentation activity)
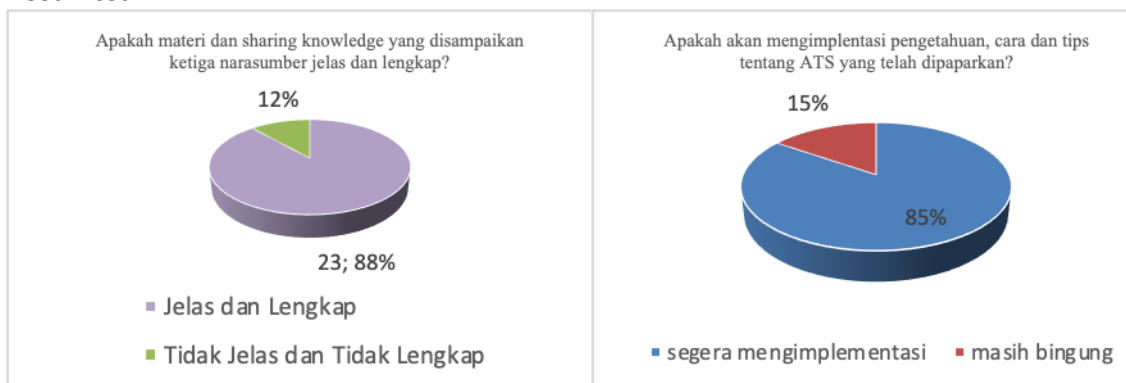

Pre-Test
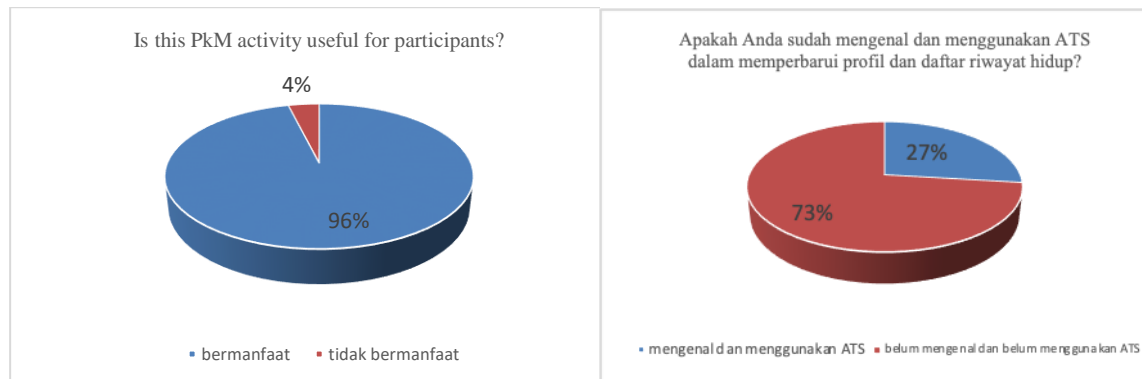
Post-Test

Figure.2 Zoom View and Diagram of Questionnaire Results
Source : documentation activities and results questionnaire activities , 2022

From the observations of the lecturers devotion during activity taking place Still Lots participants who have not know and know application the with Good *Applicant Tracking System* and how method use it. Questions and answers and sessions discussion taking place Very kind and participant active ask. Stages road using ATS, creating history lists life and creation account is also submitted with well by the sources. Participant follow with kind and enthusiastic .

Pre-test results show that 96% of participants fill in that activity This they necessary and useful For them, of which 73% of participants Not yet know and understand method ATS works. After finished exposure, post test given show that 88% of participants understand material presented by the third resource person and can understand the examples given, where 85% of participants will quick implement it in history list creation Live and follow the recruitment process companies that use ATS in the process with believe self. Apart from that , the participants who took part activity this is also practical in a way direct making accounts and updating profile competencies and skills them on existing digital platforms such as LinkedIn, and others.

CONCLUSIONS AND RECOMMENDATIONS

Maintenance activity This spelled out success although held online. Can also be as reference For activity devotion to public next in the future come with implementation socialization offline. Activity this can also be done become yardstick measuring that activity kind can done For type activity devotion public next in a way continuous with lift theme relevant and current activities, so Can become form useful service for environment institution education. Hope from activity This is the more many ITL Trisakti students and also the community open public his insight and in the end own access on information vacancy suitable job with competence and capability, so can contribute reduce amount unemployment educated in a way general, and generally special can bring Name Good for institution education ..

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