

USULAN STRATEGI PENINGKATAN ASPEK AKSESIBILITAS GUNA MEMPERMUDAH PROSES INTERVIEW BAGI PELAMAR DISABILITAS TUNARUNGU DI PT PERMATA KARYA JASA

ABSTRAK

Abstract : *Currently, many companies do not know about the Deaf disability and do not understand how to implement recruitment procedures for Deaf workers. Because it is difficult to get work everywhere and because of the lack of knowledge regarding the recruitment process for workers with disabilities. The aim of this research is to improve strategies for improving accessibility aspects to facilitate the interview process with Deaf applicants. This research was carried out using the Nvivo application using a qualitative approach to interview transcript data so that the results could be known after carrying out interviews with six people. However, the findings concluded that various companies did not provide knowledge or awareness of Deaf disabilities, so they did not seek information about people with disabilities, including Deaf disabilities, which made the interview process with Deaf candidates less smooth..*

Keywords : *Deaf Disability, Recruitment, Strategy, Accessibility Aspects, Interview, Nvivo, Science and Awareness.*

Abstrak : Saat ini, banyak perusahaan belum mengetahui tentang disabilitas Tunarungu dan belum memahami bagaimana menerapkan prosedur rekrutmen untuk pekerja disabilitas Tunarungu. Karena sulit mendapat pekerjaan di mana-mana dan karena kurangnya pengetahuan mengenai proses rekrutmen tenaga kerja penyandang disabilitas. Tujuan penelitian ini adalah meningkatkan strategi peningkatan aspek aksesibilitas guna mempermudah proses interview dengan pelamar disabilitas Tunarungu. Penelitian ini dilakukan menggunakan aplikasi Nvivo secara pendekatan kualitatif pada data transkrip wawancara hingga dapat memperoleh hasil yang akan diketahui setelah melaksanakan wawancara dengan enam orang. Namun hasil temuannya menyimpulkan berbagai perusahaan tidak membekali ilmu pengetahuan atau kesadaran terhadap disabilitas Tunarungu hingga tidak mencari informasi tentang penyandang disabilitas termasuk disabilitas Tunarungu hingga membuat proses interview dengan kandidat disabilitas Tunarungu kurang lancar.

Kata Kunci : Disabilitas Tunarungu, Rekrutmen, Strategi, Aspek aksesibilitas, Interview, Nvivo, Ilmu Pengetahuan dan Kesadaran.