ABSTRACT

Nowadays, the global competition makes every company use strategies to increase their effectiveness and efficiency. One of the strategies used was by conducting an outsourcing for the security employees. According to the development of the outsourcing, this research was aimed to find out the benefits and the problems of using outsourcing for security employees based on the application of HRM practices. The method used in this study was a qualitative method, which was done by interviewing some sources such as PT. Adi Mitra Pratama as the vendor, five security employees under the leadership of PT. Adi Mitra Pratama, and Perum Perhutani Semarang as the service user of PT. Adi Mitra Pratama. The result of this study was description of the implementation using outsourcing for security employees based on the application of HRM practices. Also, it was shown the benefits of the outsourcing for security employees based on the application of HRM practices for vendor, employees, and principal. And, it was found some problems occurred in conducting outsourcing for security employees based on the application of HRM practices for vendor, employees, and principal.

Keyword: outsourcing, security, HRM practices