



UNIVERSITAS BHAYANGKARA JAKARTA RAYA
FAKULTAS EKONOMI DAN BISNIS

Kampus I : Jl. Harsono RM No. 67 Ragunan Pasar Minggu, Jakarta Selatan
Kampus II : Jl. Raya Perjuangan, Bekasi Utara Telp : 021. 88955882
Website: www.ubharajaya.ac.id

SURAT KETERANGAN

Nomor: SKET/800/XII/2023/FEB-UBJ

Yang bertandatangan dibawah ini :

Nama : Dr. Tyna Yunita, S.E., M.M.
NIP : 2310624
Jabatan : Wakil Dekan II Fakultas Ekonomi dan Bisnis

Dengan ini menerangkan bahwa nama :

1. Nama : Jumawan, S.E., M.M.¹
NIDN : 0305096802
Jabatan : Dosen Tetap Prodi Manajemen
2. Nama : Dr. Wastam Wahyu Hidayat, S.E., M.M.²
NIDN : 0412056705
Jabatan : Dosen Tetap Prodi Magister Manajemen

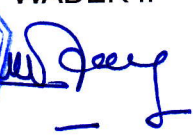
Adalah benar sebagai sebagai Penulis pada *East Asian Journal of Multidisciplinary Research (EAJMR)* dengan judul "*Analysis of Recruitment, Talent Management, and Work Engagement Impact on Sustainability Organization at International Freight Forwarding Company*" telah terbit pada Volume 2, Nomor 10, ISSN-E: 2828-1519, 25 Oktober 2023.

Demikian surat keterangan ini dibuat, agar dapat dipergunakan sebagaimana mestinya.

Jakarta, 22 Desember 2023

A.n. DEKAN FAKULTAS EKONOMI DAN BISNIS
WADEK II




Dr. Tyna Yunita, S.E., M.M.
NIP: 2310624

Tembusan:
- Arsip.

Analysis of Recruitment, Talent Management, and Work Engagement Impact on Sustainability Organization at International Freight Forwarding Company

Jumawan^{1*}, Wastam Wahyu Hidayat²
Universitas Bhayangkara Jakarta Raya, Jakarta
Corresponding Author: Jumawan jumawan@dsn.ubharajaya.ac.id

ARTICLE INFO

Keywords: Recruitment, Talent Management, Work Engagement, Sustainability Organizational

Received : 19, August
Revised : 25, September
Accepted: 20, October

©2023 Jumawan, Hidayat: This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by-sa/4.0/).



ABSTRACT

This research aims to look at the relationship between variables and analyze the factors causing decreased organizational sustainability. This research uses a literature review study to systematically review previous articles to see their correlation with current research. The results show a relationship between all independent variables and the dependent variable. This finding could really be something new in qualitative research, organizational sustainability can increase with effective recruitment, and the implementation of talent management at all levels, thus creating an atmosphere of work engagement from new employees entering work until retirement in expedition companies. In human resource management research, there is no research framework like this article and the hypotheses in this research are very rarely found in previous research.
