

ABSTRAK

Dalam proses rekrutmen karyawan KOPERSEMAR masih menggunakan sistem konvensional yang mengharuskan pelamar kerja mengumpulkan berkas lamaran, terkadang pelamar juga tidak dipanggil untuk mengikuti kegiatan tes masuk kerja karena berkas yang terlalu banyak menumpuk. HRD (Human Resource Development) juga kesulitan karena melakukan cek berkas tiap pelamar pada saat dibukanya rekrutmen karyawan. Fuzzy MADM merupakan suatu metode untuk mencari sebuah alternatif optimal dari sejumlah alternatif yang memiliki kriteria tertentu, FMADM pada intinya menentukan bobot dari setiap atribut yang dilanjutkan dengan proses perankingan yaitu menyeleksi serta mengurutkan alternatif yang sudah ada (Kaswidjanti, Aribowo, & Wicaksono, 2014). Dalam penelitian ini dilakukan eksperimen dengan menggunakan metode Fuzzy MADM (Multiple Additive Decision Making) dan pembobotan SAW (Simple Additive Weighting). Aplikasi yang telah dibuat melakukan implementasi metode FMADM dan SAW untuk membantu mendukung keputusan bagian HRD (Human Resource Development) saat mengambil keputusan menentukan penerimaan karyawan di KOPERSEMAR. Serta membantu pimpinan untuk dapat melihat hasil nilai dan penilaian rekrutmen calon karyawan,

Kata Kunci : Sistem Rekrutmen Karyawan Kopersemar, Metode FMADM dan SAW

ABSTRACT

In the recruitment process KOPERSEMAR employees still use a conventional system that requires job applicants to collect application files, sometimes applicants are also not called to attend work test activities because the files are piled up too much. HRD (Human Resource Development) is also difficult because it checks the files of each applicant at the opening of employee recruitment.

Fuzzy MADM is a method for finding an optimal alternative from a number of alternatives that have certain criteria, FMADM basically determines the weight of each attribute followed by a ranking process that is selecting and sorting alternatives that already exist (Kaswidjanti, Aribowo, & Wicaksono, 2014). In this study an experiment was carried out using the Fuzzy MADM (Multiple Additive Decision Making) method and weighting SAW (Simple Additive Weighting).

From the results obtained in the explanation of the previous chapter, there are several things that can be concluded, namely as follows: Applications that have been made to implement the FMADM and SAW methods to help support the decisions of the HRD (Human Resource Development) when making decisions determine the recruitment of employees in KOPERSEMAR. As well as helping leaders to be able to see the results of the values and assessments of recruitment of prospective employees,

Keywords: Kopersemar Employee Recruitment System, FMADM and SAW Methods