

ABSTRAK

Proses seleksi kandidat dalam rekrutmen pekerjaan adalah proses yang tidak mudah, karena setiap kriteria yang ditentukan sebaiknya sesuai dengan tujuan dari pengambilan keputusan, sehingga perlu dipertimbangkan dengan baik. Proses pengambilan keputusan tidak hanya melibatkan level terbawah (individu), tetapi juga level menengah (tim) dan level atas (organisasi).

Proses pemilihan kandidat dalam rekrutmen pekerjaan termasuk proses yang rumit, karena kriteria yang menjadi dasar pemilihan kandidat jumlahnya bervariasi. Selain itu, diperlukan suatu teknik pendekatan agar proses pengambilan keputusan lebih efektif dan lancar.

Solusinya adalah dengan menerapkan teknik pendekatan *Multi Criteria Decision Making* (MCDM), yaitu teknik pendekatan yang umum digunakan dalam proses rekrutmen, karena kriteria yang dipertimbangkan lebih dari satu (*multi* kriteria). Metode analisis yang digunakan pada penelitian ini adalah AHP dan TOPSIS. Hal tersebut dikarenakan metode AHP dan TOPSIS memiliki kelebihan yaitu mudah digunakan, model perhitungan yang sederhana dan dapat diaplikasikan pada berbagai bidang.

Hasil dari penelitian ini ada tiga. Pertama, metode MCDM *Analytic Hierarchy Process* (AHP) dapat digunakan sebagai metode pemilihan kandidat dalam rekrutmen pekerjaan. Kedua, metode MCDM *Technique for Order of Preference by Similarity to Ideal Solution* (TOPSIS) dapat digunakan sebagai metode pemilihan kandidat dalam rekrutmen pekerjaan. Ketiga, metode MCDM AHP dan TOPSIS memberikan hasil penilaian pemilihan kandidat (*ranking*) yang berbeda dengan hasil penilaian dari *Subject Matter Expert* (SME). Perbedaan hasil penilaian dapat disebabkan karena teknik pendekatan yang digunakan. AHP dan TOPSIS menggunakan teknik pendekatan MCDM, sedangkan SME dalam studi ini menggunakan preferensi subjektif.

Kata Kunci : AHP, TOPSIS, Rekrutmen, SME.

ABSTRACT

The process of selecting candidates in job recruitment is a process that is not easy, because each of the criteria specified should be in accordance with the objectives of the decision making, so it needs to be well considered. The decision-making process involves not only the lowest level (individual), but also the middle level (team) and top level (organization).

The process of selecting candidates for job recruitment is a complex process, because the criteria that form the basis for selecting candidates are complex. In addition, several techniques are needed to make the decision process more effective and efficient.

The solution is to apply an approach technique called Multi Criteria Decision Making (MCDM), which is a technique used for the recruitment process, because there are several criteria that need to be considered. This study uses AHP and TOPSIS as the method of analysis. This concerns the AHP and TOPSIS methods which have advantages that are easy to use, an easy calculation model and can be applied in various fields.

Three results are shown in this study. First, the MCDM Analytic Hierarchy Process (AHP) method can be used as a method for selecting candidates in job recruitment. Secondly, the MCDM Technique for Order of Preference by Similarity to Ideal Solution (TOPSIS) method can be used as a method for selecting candidates in recruitment work. Third, the AHP and TOPSIS MCDM methods provide the results of the assessment of candidate selection (ranking) which were different from the results of the assessment from the Subject Matter Expert (SME). The difference in the results might be caused by the approach technique used. AHP and TOPSIS use the approach technique called MCDM, whereas the SMEs in this study merely used subjective preference.

Keywords: AHP, TOPSIS, Recruitment, SME.