

## ABSTRAK

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Judul : Analisa Perancangan Sistem Perekrutan Karyawan Menggunakan Metode *Analytical Hierarchy Process* Dan Metode *Profile Matching* ( Studi Kasus: Frontier Consulting Group)

Frontier Consulting Groups mengalami kendala dalam proses kegiatan rekrutmen karyawan, tidak adanya sistem komputerisasi yang menjadi acuan untuk pengambilan keputusan perekrutan karyawan berdasarkan penilaian kriteria tertentu. Pengolahan atau penyimpanan keseluruhan data ,di simpan dalam bentuk *spreadsheet* di google *sheet*. Penelitian terdahulu yang dilakukan oleh Markus Hendrawan pada tahun 2014,mengenai sistem pendukung keputusan rekrutmen karyawan menggunakan metode *analytical hierarchy process* (AHP),dengan membuat sistem yang dapat mempermudah menentukan karyawan secara cepat. Penelitian ini mengusulkan suatu rancangan sistem perekrutan karyawan,dengan menerapkan,dan metode *Analitycal Hierarchy Process* (AHP) dan *profile matching* yang mendukung dalam menguraikan permasalahan dalam pengambilan keputusan. Berdasarkan kriteria kemampuan yang dikuasai sesuai bidang yang ditentukan, pendidikan, ipk, usia, pendidikan, pengalaman, kemampuan dan bahasa. Perancangan sistem menggunakan UML sebagai sarana perancangan sistem, desain *Input*, desain *Output*, dan desain *Database*. Diharapkan Penerapan Analisa Perancangan Sistem Perekrutan Karyawan Menggunakan Metode *Analytical Hierarchy Process* dan Metode *Profile Matching* (Studi Kasus : Frontier Consulting Group),dapat membantu dan dijadikan solusi atas permasalahan yang ada.

Kata kunci: AHP, Profile Matching, Karyawan, Sistem, Kriteria.

## ABSTRACT

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*Frontier Consulting Groups experienced obstacles in the process of employee recruitment activities, the absence of a computerized system that became a reference for employee recruitment decisions based on the assessment of certain criteria. Processing or storing the entire data, stored in the form of a spreadsheet on google sheet. Previous research conducted by Markus Hendrawan in 2014, concerning the decision support system of employee recruitment using the analytical hierarchy process (AHP) method, by creating a system that can make it easier to determine employees quickly. This study proposes a draft employee recruitment system, by applying, and the Analytical Hierarchy Process (AHP) method and profile matching that supports in describing the problems in decision making. Based on the ability criteria mastered according to the specified field, education, education, age, education, experience, ability and language. System design uses UML as a system design tool, Input design, Output design, and Database design. It is expected that the Implementation of Employee Recruitment System Design Analysis Using the Analytical Hierarchy Process Method and Profile Matching Method (Case Study: Frontier Consulting Group), can be used as a solution to existing problems.*

*Keywords: AHP, Profile Matching, Employees, Systems, Criteria.*