ABSTRACT

PT Motekar Edukasi Indonesia, a company in the field of professional training and guidance services, faces challenges in this selection process. The company's HRD *head experiences difficulties in recommending the right employees, as well as in making decisions to determine employees who meet the required criteria. In 2022 there will be 60 applicants and in 2023 there will be an increase of 108 people, so* HRD *experiences difficulty in recommending applicants by carrying out selection and calculations one by one using Microsoft Excel. So, this final assignment aims to design an* HRD *decision support system in determining the best applicants according to predetermined criteria or specifications.*

The decision support system is designed using Scrum, with prioritization using SMART. The Scrum method starts from identifying Stakeholders and user needs to implementing the Sprint stages. The SMART method integrates values derived from sub-criteria for each candidate from combining the weighted values and assessments of each applicant on various criteria.

In the system testing stage, accurate results were obtained through comparison with manual calculations. Test results by users show a satisfaction score of 93,80%, that the system designed has met user needs. Based on this decision support system, an alternative solution was obtained that supports the selection process at PT Motekar Edukasi Indonesia.

Implementing a decision support system in a corporate environment provides various important benefits, including structuring information data flows, centralized data processing, good data management, more effective selection processes, improved decision making, adjustment of recruitment qualifications, and safe and flexible storage capacity.

Keywords: Selection Process. Scrum, Decision Support System, SMART