

ABSTRACT

PT. Televisi Transformasi Indonesia (Trans TV) as 8th television station has earned a license to broadcast nationally is known because of its programs. To handle this of course a system that support the human resource selection which is qualified on their field. The selection proses is consist of large number of employee that can cost much times and a probability for a failure. Because of this we need a decision support system that can be used to decided an efective and efficient pormotion, but also refer to human factors, facilities and whole management system

To cover the need of employee promotion for every position on PT.Televisi Transfomasi Indonesia, This decision support system use *Core competency* calculation which is the first competency that used on every job. The design of this decison support system is using *fuzzy AHP* method that have been developed by Yudishtira, weight of position and employee's value are used to get a numbers of position holder.

The procedure of this decision support system is consist of four steps, first alternative count for every criteria, criteria weight is divided into to form, the one is called by "prior weight" that describe the physcologycal and social status of the decision makers, and information weight that contain a value of alternatife point, final score calculation and rank are used to get a total point on the higher level (final desicion).

This decision support system can give an employee priority recomendation with a better weight calculation and employee value, which can be configured based on criteria-need composition and position core competency, for the need of fix employee internal selection. on this case this system is used as a tool to help promotion process on PT Televisi Transformasi Indonesia.

Key Word: Decision Support System, Fuzzy AHP, Employee Promotion .