

ABSTRACT

PT XYZ is a State-Owned Enterprise (BUMN) which is currently under the coordination of the Ministry of State-Owned Enterprises with 100% ownership by the Government of the Republic of Indonesia engaged in the field of industrial electronics and infrastructure. PT XYZ has three Business Units. One of them is the ICT Business Unit. The rank of position in UB ICT is organized into three levels, namely the low rank, the middle position and the high rank. In this case, the level of positions that have been prepared for UB ICT company there are several positions that have jobs and responsibilities are great. However, this position belongs to a class of positions that are not in accordance with his job. Therefore it is necessary to hold an evaluation of positions so that the level of positions can be arranged properly and assessment of his position objectively. In UB ICT there is a problem in the preparation of job grade. Job grade affects the payroll system. This grade is based on government regulations on wage scales for SOEs. The fuzzy method of AHP point factor is an evaluation method of position by appraising positions based on factors and subfactors according to company needs. Giving factor and subfactor weight using AHP fuzzy. The result of the subfactor weight is then processed using TOPSIS fuzzy method for giving the position points. The result of the method in the form of position points are then calculated using class calculations according to pearson and made job grade based on the points positions obtained.

Keywords: Job Evaluation, Fuzzy AHP, Fuzzy TOPSIS, Job Grade.