

Sistem Pendukung Keputusan Pemilihan Tenaga Kerja Profesional Bidang Konstruksi Menggunakan Metode SMART

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Abstrak

At this time, human resources are what is needed to support advances in the economic and technological fields, the more advanced developments that occur in this era of globalization, the more difficult it is to determine good human resources according to the desired needs. This research used a method with a Decision Support System, namely the SPK Simple Multi Attribute Rating Technique. This system helps in determining the selection of the right worker. In the SMART method, the weighting of each criterion is carried out. Furthermore, each criterion has a sub-section, after which the alternatives are scored according to the respective sub-criteria. Perform utility calculations to determine the value of the sub criteria, and then calculate the final value and ranking. This research uses a case study at the Cipta Karya and Spatial Planning Agency which determines the results of the selection by the SMART Service and Method. Three test scenarios were carried out on the SMART method as well as the Dinas calculations. In this scenario, the difference in the results of the calculation occurs because the Agency only uses its main criteria in comparing each existing alternative and it is difficult to experience difficulties when there are alternatives that have the same values. Meanwhile, the SMART method has a criteria selection process that serves as an objective assessment to determine suitable workers. And the three tests carried out only by the SMART method produce different names and also different results due to the addition of a new alternative value with a greater or lesser value that affects the utility calculation. Based on the results of the research, the SMART method has better alternative choices than the CKTR Agency.

Keywords: Human Resources, SPK, Ranking, Utility, SMART
