

ABSTRACT

A decrease in productivity is something that is highly avoided by the Company, including PT Nagsakti Kurnia Textile Mills. There is a decrease in performance in the Dyeing Finishing CPB and Dyeing Finishing Jet Dyeing sections. A decline in productivity occurred in 2020–2021 which was caused by employee competency not being achieved or a competency gap. Failure to achieve employee competence is caused by the Company not having standards in determining the type of training and training participants. The company only provides general training and has no direct effect on employee competency. Therefore, a system is needed that provides input regarding determining the type of training.

The system that will be created is a decision support system with profile matching and product weight methods. Profile Matching aims to find gaps in competencies which will ultimately provide recommendations regarding training participants and weight products will provide recommendations regarding the types of competencies that require training. System testing is carried out using the Black Box Testing and User Acceptance Test (UAT) methods.

With this research, it is hoped that it will make it easier for the Head of the HRD Section of PT Nagasaki Kurnia Textile Mills to determine the type of training and training participants that will increase employee competence so that a decrease in employee performance due to competency gaps will not occur.

Keywords: Decision Support System, Profile Matching, Weight Product, competency gap