

Abstract

Recruitment is one of the important processes in the activities of a company. A particular job requires a specific needs for some employee who will working in a particular job. Employees also need some spesifics qualifications so that the quality of the company will be increase.

Recruitment process are used to support and recommend the process of selecting the right employee for the right job field . Such systems perform data processing (value) to select employees . Value is derived from the general criteria and specific criteria for each area of work . Common Criteria is the criteria which assesses candidates for each stage of the process rekrutasi , namely administration (application file), HR and user interviews , psychological test , and personality assessment . For each common criterion is divided into several sub-criteria . The value of the common criteria obtained from the accumulation of sub-criteria values . As for the specific criteria there are four areas of work , namely accounting , marketing , programmer and technical writer . For 4 different fields then the specific criteria used is also different . While there is much in the way of processing methods that can be used . The method used in this system is the entropy and Oreste . Entropy weighting method used in determining the rate of interest and the criteria used for the entropy corresponding to the data that have high variation . The method used in ranking because Oreste Oreste method is a method that menitkberatkan that is the best criterion has many advantages in many criteria . Additionally Oreste method using ordinal data in the form in which this rekrutasi most common sub-criteria and specific criteria to use in the form of an ordinal ratings.

In this case the employee rekrutasi use as much data as 294 prospective employees out of 5 rekrutasi period is divided into four areas of work are taken from the company Clarisense Digital Media. Of the 294 candidates selected employees 45 employees. Testing applications rekrutasi employees and Oreste entropy method to the data obtained rekrutasi 5 periods the average match rate for each line of work per period rekrutasi by 81.75 % .

Keywords : employees recruitment, entropy , Oreste , weighting , ranking