

## ABSTRAK

Proses penerimaan pegawai merupakan kegiatan yang penting bagi suatu perusahaan. Dalam proses penerimaan pegawai, perusahaan melakukan seleksi guna memperoleh calon tenaga kerja baru yang sesuai dengan kebutuhan perusahaan. Proses seleksi ini kadang masih dilakukan dengan cara manual, hal tersebut dirasakan kurang akurat dan efisien dalam menyeleksi dan mengevaluasi calon tenaga kerja baru. Oleh karena itu, pada penelitian ini dibangun sistem pendukung pengambilan keputusan penerimaan pegawai dengan metode *MOORA* (*Multi-Objective Optimization on the basis of Ratio Analysis*) yang memiliki kemampuan untuk merekomendasikan calon tenaga kerja terbaik sesuai dengan kriteria perusahaan. Hasil pengujian sistem yang dilakukan dengan uji validitas menunjukkan bahwa hasil perhitungan sistem ini telah akurat dan uji pengguna menunjukkan bahwa sistem yang dibangun sangat bermanfaat (*perceived of usefulness*) dengan hasil rata-rata 86.6 % dan mudah digunakan (*perceived ease of use*) dengan hasil rata-rata 75.6 %.

Kata Kunci : Sistem Pendukung Pengambilan Keputusan, penerimaan pegawai, metode *Multi Objective Optimization on the Basis of Ratio Analysis*

## ABSTRACT

The recruitment process is an important activity for a company. In the process of recruitment, the company conducts a selection in order to obtain new recruits according to the company's needs. Sometimes this selection process is still done manually, it is considered to be less accurate and efficient in selecting and evaluating a new candidate of employee. Therefore, in this study, a decision support system for employee recruitment was built using MOORA (Multi-Objective Optimization on the basis of Ratio Analysis) method which has the ability to recommend the best candidate of employee according to a company's criteria. The results of system testing conducted by validity test show that the system's calculation was accurate and user tests show that the system is very useful (perceived of usefulness) with an average result of 86.6% and easy to use (perceived ease of use) with an average results of 75.6%.

Keyword : Decision Support System, employee recruitment, Multi Objective Optimization on the Basis of Ratio Analysis method

