ABSTRACT

Every company, either developing or developed cannot be released from human resources management problem. One of the problem that often faced is employment selection to fill a certain position.

It is often occurred in the employment selection process there is subjectivity feeling such as based on the close relationship of the employee to superior or other reasons. Besides, the occurrence where employee’s performance appraisal that is recommended below the appraisal value standard that determined by the company to fill a certain position. This matter, of course, will become a serious problem, because employment selection is an important things and much influence on the company performance.

To overcome the lack of employment selection process, is needed a system that able to assist employment selection process effectively and efficiently, also be able to give appropriate recommendation to employee for a certain position objectively. Therefore, in this final assignment analysis will be designed a decision supporting system that able to support the process of employee’s performance appraisal, weighting the appraisal criteria, and giving recommendation to employee for a certain position effectively and efficiently. There are 4 steps conducted in this final assignment analysis that is intelligent step, design step, choice step, and implementation step. This decision support system built using the ROMC (Representation, Operation, Memory Aids, Control Mechanism) approach.

The result of this final assignment is a kind of software that is able to assist for employment selection process for a certain position effectively and efficiently.

Keywords: Employment selection, AHP, ROMC