DECISION SUPPORT SYSTEM OF FIXED EMPLOYEE RESTRICTION FROM CONTRACT POWER IN PT BUMI LINGGA PERTIWI USING PROFILE MATCHING METHOD

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ABSTRACT

The problem faced by PT Bumi Lingga Pertwiwi is the absence of a decision support system that is used to select employees who are entitled to be appointed as permanent employees. Previously in employee appointment selection by comparing the criteria values of employees who deserve to be permanent employees with one another based on criteria determined by the company. With the increasing number of permanent employees along with increasing the number of employees who enter each year, the longer the selection process for hiring employees in terms of comparing the value of employee criteria, thus causing difficulties for the company in determining employees who are entitled to be appointed permanent employees.

This decision support system uses a profile matching method whose end result is a recommendation of employees who are entitled to be permanent employees. Attributes used are ability values, work attitude values, behavioral values. The data used is data on employees of the GKB project in 2017. System testing is done with two trials, one test, two, by comparing the results of the company's assessment and the third test comparing the results of Microsoft Office Excel.

From the results of experimental calculations using Microsoft Office Excel, you can see the suitability of the data that has been calculated using the profile matching method, from these calculations the results and values are in accordance with the system. While the results of the calculation of the GKB project data for 2017 are compared with the calculation of the system that was built to obtain results that are in accordance with the system.

Keywords: employee appointment, decision support system, profile matching.