PENERAPAN METODE SIMPLE ADDITIVE WEIGHTING (SAW) DALAM SISTEM REKOMENDASI PEMILIHAN PEGAWAI PADA PROGRAM DIKLAT PT INDONESIA POWER

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ABSTRAK

Pemilihan pegawai peserta pendidikan dan pelatihan (diklat) merupakan bagian penting dalam pengembangan sumber daya manusia di lingkungan perusahaan, namun proses seleksi yang masih dilakukan secara manual berpotensi menimbulkan subjektivitas serta kurang optimal dalam mempertimbangkan berbagai kriteria penilaian, sehingga dapat berdampak pada ketidaktepatan pemilihan pegawai yang mengikuti program diklat. Oleh karena itu, penelitian ini bertujuan menerapkan metode Simple Additive Weighting (SAW) dalam sistem rekomendasi pemilihan pegawai peserta diklat di PT Indonesia Power melalui pengembangan sistem pendukung keputusan berbasis web. Metode SAW digunakan sebagai teknik pengambilan keputusan multikriteria dengan kriteria penilaian meliputi lama bekerja, status kepegawaian, tingkat pendidikan, keahlian, dan kepemilikan sertifikat, di mana nilai preferensi setiap pegawai dihitung melalui proses normalisasi dan pembobotan kriteria untuk menghasilkan peringkat berdasarkan tingkat kelayakan mengikuti program diklat. Pengujian sistem dilakukan menggunakan metode black-box testing guna memastikan seluruh fungsi sistem berjalan sesuai dengan kebutuhan yang telah ditetapkan. Hasil penelitian menunjukkan bahwa sistem rekomendasi yang dikembangkan mampu menghasilkan peringkat pegawai secara objektif dan transparan, serta dapat membantu Bagian Sumber Daya Manusia sebagai alat bantu pengambilan keputusan dalam proses seleksi peserta diklat secara lebih efektif dan efisien, sehingga penerapan metode SAW dalam sistem pendukung keputusan dinilai layak digunakan untuk mendukung pemilihan pegawai peserta diklat di PT Indonesia Power.

Kata kunci: Sistem Pendukung Keputusan, *Simple Additive Weighting*, Sistem Rekomendasi, Diklat, Pegawai.

IMPLEMENTATION OF THE SIMPLE ADDITIVE WEIGHTING (SAW) METHOD IN A RECOMMENDATION SYSTEM FOR EMPLOYEE SELECTION IN THE TRAINING PROGRAM AT PT INDONESIA POWER

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ABSTRACT

The selection of employees to participate in education and training programs (diklat) is an important part of human resource development within a company; however, selection processes that are still carried out manually have the potential to create subjectivity and are less optimal in considering various assessment criteria, which can result in inaccurate selection of employees for training programs. Therefore, this study aims to apply the Simple Additive Weighting (SAW) method in a recommendation system for selecting employees as training participants at PT Indonesia Power through the development of a web-based decision support system. The SAW method is used as a multi-criteria decision-making technique with assessment criteria including length of service, employment status, education level, skills, and certification ownership, where each employee's preference value is calculated through a normalization and weighting process to produce a ranking based on eligibility to participate in the training program. System testing is conducted using the black-box testing method to ensure that all system functions operate according to the defined requirements. The results show that the developed recommendation system is able to generate employee rankings objectively and transparently, and can assist the Human Resources Department as a decision-support tool in selecting training participants more effectively and efficiently, indicating that the application of the SAW method in the decision support system is feasible for supporting the selection of employees for training programs at PT Indonesia Power.

Keywords: Decision Support System, *Simple Additive Weighting*, Recommendation System, Training Program, Employee.