

ANALISIS SISTEM REKRUTMEN SUMBER DAYA MANUSIA DENGAN METODE AHP (*ANALYTICAL HIERARCHY PROCESS*) DI PT MENTARI PRIMA NIAGA YOGYAKARTA

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Abstrak

Penelitian ini dilakukan di PT Mentari Prima Niaga Yogyakarta. Tujuan penelitian ini untuk membantu manajer mengidentifikasi masalah sistem rekrutmen sumber daya manusia dengan pengambilan keputusan dalam melakukan seleksi calon karyawan. Analisis identifikasi sistem rekrutmen sumber daya manusia dalam penelitian ini menggunakan metode *Analytical Hierarchy Process* (AHP). Penelitian ini menggunakan metode Kuantitatif dan kualitatif dengan Teknik *Purposive Sampling* narasumber berjumlah 3 orang. Analisis data dalam penelitian ini naratif dan deskriptif dengan metode AHP. Penelitian melakukan penentuan dan penilaian dengan matriks berpasangan, melakukan normalisasi matriks, konsistensi dan pengambilan keputusan. Berdasarkan hasil analisis pengambilan keputusan dengan metode AHP terdapat penilaian sama pada kedua kandidat calon karyawan di proses seleksi administrasi namun, pada saat proses seleksi wawancara kandidat satu nilainya 2,27 lebih unggul dibandingkan dengan kandidat dua nilainya 2,17 tersebut

Kata Kunci: *Sumber Daya Manusia, Rekrutmen, AHP*

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***ANALYSIS OF THE HUMAN RESOURCES RECRUITMENT SYSTEM
USING THE AHP (ANALYTICAL HIERARCHY PROCESS) METHOD AT PT
MENTARI PRIMA NIAGA YOGYAKARTA***

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Abstract

This research was conducted at PT Mentari Prima Niaga Yogyakarta. The aim of this research is to help managers identify human resource recruitment system problems with decision making in selecting prospective employees. Analysis of the identification of human resource recruitment systems in this research uses the Analytical Hierarchy Process (AHP) method. This research uses quantitative and qualitative methods with a purposive sampling technique of 3 sources. Data analysis was carried out narratively and descriptively using the AHP method. The research carried out determination and assessment using paired matrices, carrying out matrix normalization, consistency and decision making. Based on the results of the analysis of decision making using the AHP method, there is the same assessment for both prospective employee candidates in the administrative selection process, however, during the interview selection process, candidate one's score was 2.27 which was superior to candidate two's score of 2.17.

Keywords: Human Resources, Recruitment, AHP