


# IMPLEMENTASI METODE *SIMPLE ADDITIVE WEIGHTING* (SAW) DALAM SISTEM REKRUTMEN DI PT MENTARI PRIMA NIAGA

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## Abstrak

Penelitian ini dilakukan di PT Mentari Prima Niaga. Tujuan dari penelitian ini adalah Untuk mengetahui apakah Metode *Simple Additive Weighting* (SAW) dalam sistem rekrutmen di PT Mentari Prima Niaga perlu diterapkan dan untuk mengetahui bobot kriteria apa saja yang perlu diterapkan dalam metode *Simple Additive Weighting* (SAW) untuk PT Mentari Prima Niaga. Penelitian ini menggunakan metode *Mixed Method*. Metode perolehan data menggunakan kuesioner yang diukur dengan skala *Likert* dan wawancara semi terstruktur. Sampel yang digunakan pada penelitian ini berjumlah 72 responden dengan menggunakan teknik sampling jenuh dalam pengambilan sampel. Subjek wawancara dalam penelitian ini berjumlah 2 informan. Berdasarkan hasil penelitian secara keseluruhan bahwa secara berurutan rata-rata total per indikator metode *Simple Additive Weighting* (SAW) dari yang terbesar yaitu indikator kriteria sebesar 3,61; indikator skor akhir sebesar 3,54; indikator bobot kriteria sebesar 3,49; indikator alternatif sebesar 3,40; dan indikator nilai normalisasi sebesar 3,37. Rata-rata seluruh indikator metode *Simple Additive Weighting* (SAW) sebesar 3,48. Data kuantitatif yang menunjukkan kategori sangat setuju pada semua indikator menguatkan hasil dari penelitian kualitatif dalam wawancara terkait kriteria dan bobot kriteria yang menekankan pentingnya pengalaman kerja (30%), pendidikan (30%), keterampilan (20%), dan wawancara (20%) sebagai kriteria dan bobot kriteria utama dalam rekrutmen di PT Mentari Prima Niaga. Hasil tersebut menunjukkan metode *Simple Additive Weighting* (SAW) bila digunakan untuk rekrutmen di PT Mentari Prima Niaga telah terbukti efektif dan memenuhi persyaratan dengan sangat baik. Oleh karena itu, penetapan metode SAW dalam sistem rekrutmen di PT Mentari Prima Niaga sangat disarankan atau perlu untuk diterapkan.

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

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**IMPLEMENTATION OF THE SIMPLE ADDITIVE WEIGHTING (SAW)  
METHOD IN THE RECRUITMENT SYSTEM AT PT MENTARI PRIMA  
NIAGA**

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**Abstract**

*This research was conducted at PT Mentari Prima Niaga. The purpose of this study is to find out whether the Simple Additive Weighting (SAW) Method in the recruitment system at PT Mentari Prima Niaga needs to be applied and to find out what weights of criteria need to be applied in the Simple Additive Weighting (SAW) method for PT Mentari Prima Niaga. This study used the Mixed Method method. The data acquisition method used a questionnaire measured by a Likert scale and semi-structured interviews. The sample used in this study amounted to 72 respondents using a saturated sampling technique in sampling. The interview subjects in this study were 2 informants. Based on the results of the overall study, the sequential average of the total per indicator of the Simple Additive Weighting (SAW) method from the largest is the criterion indicator of 3.61; the final score indicator is 3.54; criterion weight indicator of 3.49; alternative indicators of 3.40; and a normalization value indicator of 3.37. The average of all indicators of the Simple Additive Weighting (SAW) method was 3.48. Quantitative data show that the category strongly agrees on all indicators corroborates the results of qualitative research in interviews related to criteria and the weight of criteria that emphasize the importance of work experience (30%), education (30%), skills (20%), and interviews (20%) as the main criteria and weights in recruitment at PT Mentari Prima Niaga. These results show that the Simple Additive Weighting (SAW) method when used for recruitment at PT Mentari Prima Niaga has proven to be effective and meets the requirements very well. Therefore, the determination of the SAW method in the recruitment system at PT Mentari Prima Niaga is highly recommended or necessary to be implemented.*

**Keywords:** Human Resources, Recruitment, SAW