

**WEB-BASED ANALYTICAL HIERARCHY PROCESS (AHP) METHOD EMPLOYEE
RECRUITMENT DECISION SUPPORT SYSTEM
(Case Study: Lahusa Gas Station)**

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ABSTRACT

Human Resources (HR) at Lahusa Gas Station frequently fails to meet expected performance standards, primarily due to a suboptimal employee recruitment process. This study aims to develop an effective decision support system to assist Lahusa Gas Station in selecting qualified employees by applying the Analytical Hierarchy Process (AHP) method, ensuring that decisions are more objective and data-driven. The AHP method is employed in this research to decompose the employee recruitment challenges into several criteria: Time Availability, Medical History, Interpersonal Skills, Work Experience, and Basic Academic Skills. Data is collected through paired comparisons between the criteria and alternatives (potential employees), involving an assessment team comprised of managers and HR Staff. The results of these comparisons are analyzed to generate priority weights for each alternative. The system was developed using PHP programming language and MySQL database. This study's findings indicate that applying the Analytical Hierarchy Process yields clear weights for each criterion and alternative. The candidate with the highest score is identified as the most suitable for the required position, and the selection process's transparency enhances the assessment team's trust. The implementation of the AHP method in the employee recruitment decision support system at Lahusa Gas Station has demonstrated effectiveness in improving accuracy and objectivity in candidate selection. This system not only aids managers in making more informed decisions but also accelerates the employee selection process, thereby providing a viable solution to the challenges faced in human resource management within the Lahusa Gas Station context.

Keywords: *Decision Support System, Analytical Hierarchy Process, Employee Recruitment, Gas Station, PHP, Human Resources.*