

ABSTRAK

Perekrutan karyawan *outsourcing* pada zaman sekarang sering dilakukan oleh banyak perusahaan termasuk PT. Polaris Persada Indonesia. Namun perlu diperhatikan bahwa karyawan *outsourcing* sebenarnya bukan karyawan tetap karena hanya dikontrak dalam jangka waktu tertentu. Oleh sebab itu, perusahaan harus merekrut karyawan *outsourcing* yang tepat karena jika perusahaan salah dalam perekrutan karyawan *outsourcing* maka karyawan tersebut bisa merugikan perusahaan jika nantinya yang bersangkutan keluar dari perusahaan karena setidaknya dia mengetahui sedikit seluk beluk perusahaan. Selama ini proses perekrutan dilakukan oleh perusahaan dengan cara menghitung rata-rata nilai calon karyawan dari hasil test tertulis serta *interview*, namun menurut perusahaan hasil perhitungan tersebut kurang memuaskan karena hanya menghitung rata-rata nilai saja yang dinilai kurang representatif. Oleh karena itu dibutuhkan Sistem Pendukung Keputusan yang mengimplementasikan metode *Multiple Criteria Decision Making* (MCDM). Dalam penelitian ini penulis mengimplementasikan metode PROMETHEE dan *Fuzzy* PROMETHEE yang hasil akhirnya akan dibandingkan dengan hasil akhir proses perekrutan karyawan yang dilakukan oleh perusahaan (menghitung rata-rata nilai) yang nanti dapat dijadikan acuan oleh perusahaan. Dari hasil perbandingan diperoleh nilai prosentase kesesuaian perhitungan rata-rata nilai terhadap metode PROMETHEE sebesar 88%, nilai prosentase kesesuaian perhitungan rata-rata nilai terhadap metode *Fuzzy* PROMETHEE sebesar 48%, nilai prosentase kesesuaian metode PROMETHEE terhadap metode *Fuzzy* PROMETHEE sebesar 48%.

Kata Kunci : Sistem Pendukung Keputusan, Perekrutan, Karyawan *Outsourcing*, PROMETHEE, *Fuzzy* PROMETHEE.

ABSTRACT

Recruitment of outsourcing employees nowadays is often conducted by numerous companies, including PT. Polaris Persada Indonesia. Yet, it should be noted that these outsourcing employees are actually not permanent employees since they only work under a certain period of contract. Therefore, the company must hire appropriate outsourcing employees, otherwise they may impair the company when they leave because at any rate they've known things about the company. The recruitment process has so far been conducted by the company by way of calculating the average score of the candidate from their results of written test and interview. However, the company considers the results of these calculations are not quite satisfactory because it only calculates the average scores, which are not considered to be representative. Because of that, the company need a Decision Supporting System implementing the method of Multiple Criteria Decision Making (MCDM). In this study the author will implement the methods of PROMETHEE and Fuzzy PROMETHEE, in which the end result will be compared with the end result of the recruitment process by the company (the average score calculation), which can later be used as a reference by the company. The comparison will generate the percentage of suitability of average score calculation towards the PROMETHEE method of 88%, the percentage of suitability of average score calculation towards the Fuzzy PROMETHEE method of 48%, the percentage of suitability of PROMETHEE method towards Fuzzy PROMETHEE of 48%.

Keyword : *Decision Suport System, Recruiment, Outsourcing Employee, PROMETHEE, Fuzzy PROMETHEE.*