Decision Support System for Best Employee Selection on CV. Lintas Nusantara Using Profile Matching Method

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ABSTRACT

CV. Lintas Nusantara Jambi is one of the companies that are located in the Jambi area that processing data selection best employee get problems occur like election process employees best the absence of computerized system and still not use a method of the support system decisions, so election employees best cannot be measured, and election process employees best is not transparent because they the evaluation process of employee performance only done by managers and unknown by employees. Hence, this study aims to give solution to problem that happens by offering decision support system of selection best employee using PHP programing language and DBMS MySQL. Writer expands the system with waterfall and methods used the system modeling unified language using use case diagram, activity diagram, class diagrams and flowchart diagram. The new system produces outputs that can data showing employees, data admin, data criteria, the sub criteria, the data employees and the results of selection best employee with profile matching methods who contributed to a company can improve performance and spirit of employees.

Keywords: Design, Decision, Employee, Best, Profile Matching

INTRODUCTION

Employees are one of the most important assets owned by a company in its efforts to carry out operational activities and earn profits. Competition in the increasingly competitive business world spurs companies to work harder to improve the quality of their companies (Idam et al., 2019; Pratama & Rasywir, 2021). One effort is to improve the quality of good human resources because it can increase the productivity and achievement of a company (Supriana & Pratama, 2017; Widestyanto & Samsinar, 2022).

The decision support system has several methods including Simple Additive Weighting Method (SAW), Weighted Product (WP), TOPSIS (Technique for Order Preference by Similarity to Ideal Solution), Profile Matching, and other methods (Syaidathurrahma & Lestari, 2020). The profile matching method provides results that can be used as a reference or reference for decision making and can be used to select the best employees because it can compare employee alternatives based on employee assessments by weighting the criteria so that it can provide a ranking for decisions in selecting the best employees based on calculations using the profile method. matching (Putra & Diana, 2022).

CV. Lintas Nusantara Jambi is one of the companies engaged in arranging vehicle registration services such as STNK, BPKB, and others. In CV activities. Lintas Nusantara Jambi has 52 employees with various divisions such as marketing, accounting, accounts receivable, admin, and other sections. CV. Lintas Nusantara Jambi in selecting the best employees to encourage employee enthusiasm in increasing their dedication and performance has not been optimal in implementation. The selection process starts with HRD collecting data and evaluating employee performance which is summarized in a report and submitted to the company manager. Then the selection results are determined subjectively by the manager and the results of selecting the best employee are announced again via HRD without attaching an employee performance assessment.

Based on the current system for selecting the best employees, it was found that the obstacles faced were that the process of selecting the best employees did not have a computerized system and did not use a decision support system method so that the selection of the best employees could not be measured, and the process of selecting the best employees was not transparent because the employee performance assessment process only done by managers and unknown to employees.

Several researchers implemented a decision support system for selecting the best employees, including: Arifin (Arifin, 2018) used the profile matching method to provide recommendations in the form of the best employees based on ranking. The ranking is intended for employees who are entitled to promotions or bonuses. According to Sudrajat (Sudrajat, 2018) using the profile matching method is due to selecting the best employees to solve problems that exist during the process of selecting the best employees, so that errors do not occur in decision making. According to Haryani and Fitriani (Fitriani, 2019) using the profile matching method is due to the results of calculating and comparing the profiles of the best employee candidates which focus on productivity and quality aspects and ranking the best employee candidates so that later the highest competency weight value will be obtained which has the opportunity to fill the title of best employee. at PT. Panin Bank.

Based on the description of the problems faced and the results of similar research, the author proposes to CV. Lintas Nusantara Jambi for the best employee selection decision support system uses the profile matching method because it is a method that can compare employee competencies or achievement scores by providing weighting and also providing assessments based on priorities, resulting in not many alternatives (Hartiwi, Rasywir, Pratama, Jusia, et al., 2020; Prawira & Amin, 2022).

Designing a decision support system using the profile matching method is a decision-making mechanism where each applicant must have an ideal value according to the specified predictor variables, so applicants do not have to exceed a certain level of the predictor variable (Nicolas et al., 2021). profile matching, a comparison process will be carried out between individual competencies into standard competencies, in this case the ideal major profile so that differences in competency can be identified, also known as gaps (Abidin et al., 2019; William et al., 2022).

System design data storage media so that it can be accessed easily and quickly using a database (Rosa & Shalahuddin, 2018). The database itself is a collection of interconnected data that will accommodate website data records (Farisi, 2011).

The decision support system was designed using the PHP programming language and MySQL DBMS. PHP stands for PHP Hypertext Preprocessor which is open-source software (Hikmah et al., 2020). Meanwhile MySQL is a program that can be used as a database which has been widely used by system designers (Taufiq et al., 2018).

The decision support system was created using the Visual Studio Code and XAMPP applications. Visual Studio Code is an open-source code editor application developed by Microsoft for the Windows, Linux and MacOS operating systems (Ramdhan & Nufriana, 2019). Meanwhile, XAMPP acts as a server so that applications can be run and tried by system users (Ramadiani & Rahmah, 2019).

LITERATURE REVIEW

Decision Support System

A Decision Support System (DSS) or Decision Support System (DSS) is a system that is able to provide problem solving capabilities and communication capabilities for problems with semi-structured and unstructured conditions. This system is used to assist decision making in semi-structured situations and unstructured situations, where no one knows exactly how the decision should be made. And for more clarity, there is an understanding of decision support systems according to experts, including:

Prawira (Prawira & Amin, 2022) states that Decision Support Systems (DSS) or Decision Support Systems (DSS) are interactive information systems that provide information, modeling and data manipulation that are used to assist semi-structured decision making and unstructured situations where no one is involved. know exactly how decisions should be made.

Nicholas (Nicolas et al., 2021) stated that a decision support system is a specific information system aimed at assisting management in making decisions related to semi-structured issues. So it can be concluded that a decision support system is an information system that supports middle level management in making semi-structured or semi-structured decisions using analytical modeling and existing data.

Profile Matching

The profile matching method is a method that is often used as a mechanism in decision making by assuming that there is an ideal level of predictor variables that must be met by the subject under study, rather

than a minimum level that must be met or exceeded (Rosa & Shalahuddin, 2018). And here is the definition of profile matching, among others

(Widodo & Herlawati, 2011) stated that profile matching is a decision-making mechanism where each applicant must have an ideal score according to the specified predictor variable, so applicants do not have to exceed a level of the predictor variable. And in the profile matching process, a comparison process will be carried out between individual competencies into standard competencies, in this case the ideal major profile so that differences in competency can be identified, also known as gaps (Hartiwi, Rasywir, Pratama, & Jusia, 2020; Hikmah et al., 2020).

The calculation steps carried out (Hikmah et al., 2020): (1) Determine the weight of the gap value. At this stage, the value weight of each aspect will be determined using the value weights that have been determined for each aspect itself, (2) Carrying out Gap Mapping. The gap in question is the difference between employee profiles.

Gap = Employee Profile – Assessment Profile   (1)

(3) Carrying out matching with the weight table gap results from reducing the employee profile and criteria profile and when matched with the gap difference column in the weight table the resulting value.

Table 1. Description of Gap Value Weight

No.	Selisih	Bobot	Keterangan
1	0	5	No difference (competence as required)
2	1	4.5	Individual competency exceeds 1 level
3	-1	4	Individual competency exceeds 1 level
4	2	3.5	Individual competency exceeds 2 level
5	-2	3	Individual competency exceeds 2 level
6	3	2.5	Individual competency exceeds 3 level
7	-3	2	Individual competency exceeds 3 level
8	4	1.5	Individual competency exceeds 4 level
9	-4	1	Individual competency exceeds 2 level

Source: (Hikmah et al., 2020)

(4) Perform core factor and secondary factor calculations

After determining the gap value weight for each required aspect, then each aspect is grouped again into 2 groups, namely core factors and secondary factors. Core factors are the most prominent/most aspects (competencies). To calculate the core factor, use the formula:

$$NRC = \frac{\sum NC}{\sum IC}$$ (2)

Description:

NRC = average of core factor

NC = summary of core factor

IC = count of item

To calculate the secondary factor, use formula:

$$NRS = \frac{\sum NS}{\sum IC}$$ (3)

Description:

NRS = average of secondary factor

NS = summary of secondary factor

IC = count of item

Calculation of the total value of each aspect. From the results of each aspect above, the total value is calculated based on the presentation of the core factor and secondary factor values which are estimated to influence the performance of each profile. To calculate the total value, use the formula:

$$N = (X)\%NRC + (Y)\%NRS \qquad (4)$$

Description:

N = Total value of all aspect

NRC = average core factor

NRS = average secondary factor

(X)% = percentage of core factor

(Y)% = percentage of secondary factor

To be clearer about calculating the total value, first determine the percentage value entered, namely the core factor 60% and the secondary factor 40%. The final result of the profile matching process is the ranking of the employee profile in the assessment
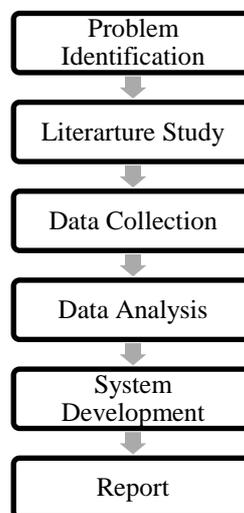
$$\text{Ranking} = \sum x\%Ni \qquad (5)$$

Description:

Ni = value of assessment aspect

X% = percentage input

RESEARCH METHODOLOGY

Figure 1. research framework

In creating a research methodology, the author uses a framework so that the stages of writing and completing the final assignment become more organized and the following is the framework used by the author, namely: (1) Identify the Problem, At this stage the author identifies the problems that occur in CV. Lintas Nusantara Jambi aims to focus on the problems that will be discussed and produce problems that occur in the company and the solutions needed, (2) Literature study is a stage for collecting data by studying theories and concepts from the literature that are accurate with the research problem that occurs which aims to find references needed for system design and produce the necessary theories, namely design, decision support systems, employees, databases, profile matching , use case diagrams, activity diagrams, class diagrams, flowcharts, HTML, PHP, MySQL, Visual Studio Code, and XAMPP, (3) Data Collection,Data collection is the stage where the author collects the data needed to design the application and solve the problems that occur, (4) Data Analysis, At this stage, the author analyzes data from the material that has been collected and sorts the data needed to design a decision support system for selecting the best employees using the profile matching method, (5) System Design, At this stage, the author designs a decision support system for selecting the best employees using the profile matching method. The author creates a design by creating system functional requirements and non-functional system requirements, then designs the system using UML (Unified Modeling Language), such as

use case diagrams, activity diagrams, class diagrams. And making output designs, input designs and data structure designs.

RESULTS AND DISCUSSION

CV. Lintas Nusantara Jambi in its daily activities has 52 employees with various divisions such as sales, accounting, accounts receivable, admin, and other sections. The selection of the best employees is carried out by the company to increase work motivation and companies usually choose employees who can work and also make the best contribution to the company. The following are the system steps that are currently running for selecting the best employees in the company, namely:

1. HRD records employees who are still working at the company.

2. Then HRD fills in the assessment data based on the criteria used, including: ability to work, productivity, discipline, absenteeism and length of work. And these results are submitted to the company manager.

3. After that, the company manager selects the best employees based on the assessment results. And the selected results are submitted to HRD.

4. The results of the employees selected for the best employees are posted on a notice board which only displays the names of the selected employees without attaching employee assessments based on criteria.

From the current system for selecting the best employees on CV. Lintas Nusantara Jambi found deficiencies, namely: the process of selecting the best employees did not use a decision support system method so that the selection of the best employees could not be measured.

Based on the analysis of the current system and the problems that occur, the author designs a solution to solve the problem in the following way:

1. Designing a decision support system for selecting the best employees at CV. Lintas Nusantara Jambi by providing decision results based on performance assessments with criteria used using the Profile Matching method because the concept is simple and easy to understand, computationally efficient, and has the ability to measure the relative performance of decision alternatives in simple mathematical form

2. Provides a database used to accommodate admin data, employee data, criteria data, sub-criteria data, employee assessment data and the results of selecting the best employees and can print reports needed for company leaders.

Before carrying out the process of determining the Profile Matching method, the author must determine the steps, including:

1. Determine the criteria and weights used

The first step is to determine the criteria that are determined based on discussions with the company leadership through interviews and the results of the value weights for each criterion used have been approved.

Table 2. Table Criteria

No.	Criteria	Value Weight	Type
1.	Ability to work (K1)	5	Core factor
2.	Productivity (K2)	4	Core factor
3.	Attendance (K3)	4	Core factor
4.	Discipline (K4)	3	Secondary factors
5.	Length of Work (K5)	3	Secondary factors

2. Determine the assessment rating

With the criteria and weights to be used, the next step is to determine the assessment rating for each criterion. Starting from ability to work (K1) is seen from the results of employee skills, creativity and innovation at work as assessed by the company. For more details, see table 3.

Table 3. Rating Table for Assessment of Ability to Work (K1)

No.	Ratings	Evaluation
1.	Very well	5
2.	Good	4
3.	Enough	3
4.	Not enough	2
5.	Very little	1

Furthermore, for productivity criteria (K2) which can be seen from employee productivity at work, for more details can be seen in table 4.

Table 4. Productivity Rating Table (K2)

No.	Ratings	Evaluation
1.	High Productivity	5
2.	Good Productivity	4
3.	Average Productivity	3
4.	Low Productivity	2
5.	Very Low Productivity	1

Next, for Attendance (K3) which can be seen from the list of accumulated absences for employee tardiness which can be seen in table 5.

Table 5. Rating Rating Table Attendance (K3)

No.	Ratings	Evaluation
1.	Score evaluation absenteeism 0 – 40	5
2.	Score evaluation absenteeism 41 – 60	4
3.	Score evaluation absenteeism 61 – 80	3
4.	Score evaluation absenteeism 81 – 100	2
5.	Score evaluation absenteeism > 100	1

Next, discipline (K4) is seen from employee compliance in complying with regulations. For more details, see table 6.

Table 6. Assessment Rating Table Discipline (K4)

No.	Ratings	Evaluation
1.	Violation points 0 – 10	5
2.	Violation points 11 – 20	4
3.	Violation points 21 – 30	3
4.	Violation points 31 – 40	2
5.	Violation points ≥ 40	1

And for K5, length of work is seen from the length of time contract employees have worked for the company. For more details, see table 7.

Table 7. Assessment Rating Table Length of Work (K5)

No.	Ratings	Evaluation
1.	> 8 Years	5
2.	6 – 8 Years	4
3.	4 – 6 Years	3
4.	24 years old	2
5.	0 – 2 Years	1

The following is a simulation of carrying out calculations to determine employee assessments for promotion using the Profile Matching method. Several employees will be assessed which can be seen in table 8.

Table 8. Example of Assessment Employee Based on Criteria

No.	Employee Name	Criteria				
		K1	K2	K3	K4	K5
1	Anna Nurjanah	5	2	3	4	4
2	Adi Shahruddin	3	3	1	3	2
3	Moon Prameswari	2	2	4	4	1
4	September	4	3	2	2	3
5	Dimas Abimayu	5	1	5	2	2
6	Mardianah	2	3	3	3	3
7	Fransisca Yuniza	3	2	2	2	4
8	Fadela	5	4	4	4	1
9	Diane	2	3	1	5	2
10	Nurul widyanti	3	1	2	4	4
11	Wahid Prasetya	4	2	3	3	2
12	Akbar Harilaksana	5	4	5	4	5
13	Koko Ramadhani	1	5	3	1	4
14	Since Marlianti	3	3	5	2	2
15	Imam Purnama	5	1	4	4	1
16	Andika Wahyudi	2	3	3	2	3
17	Farel Septian	3	2	2	4	4
18	Dicky Rahmadia	1	3	4	2	3
19	Rahmalinna	5	1	3	2	2
20	Julia Devayanti	2	4	5	4	4
21	Rina Novianti	3	5	3	3	5
22	Rey Ahmed Maulidin	4	1	1	5	2
23	Zulfan	5	1	2	4	5
24	Miftahul Jannah	1	4	3	3	2
25	Nour hasannah	4	2	4	2	3
26	Richo	5	4	5	2	3
27	Word Saputra	4	5	5	1	2
28	Nicholas Colin	3	5	3	1	3
29	Ame Risky Arnia	2	3	2	2	4
30	Endah Pratiwi	1	4	1	2	5
31	Christine Dayanti	4	5	3	1	1
32	Natsha Safitri	2	3	4	4	3

After determining the gap value weight for each required aspect, then each aspect is grouped again into 2 groups, namely core factors and secondary factors. So that the calculation results can be recapitulated more clearly, seen in table 8 of the final results of selecting the best employees.

Table 9. Final Results of Best Employee Selection

No.	Employee name	Core Factor (60%)	Secondary Factor (40%)	Total Value
1	Richo	4.83	4.5	4.7
2	Fadela	5	3.75	4.5
3	Akbar Harilaksana	4.83	4	4.5
4	Anna Nurjanah	4	4.5	4.2
5	Nur hasannah	4	4.5	4.2
6	Julia Devayanti	3.83	4.5	4.1
7	Natsha Safitri	3.67	4.75	4.1
8	Septiyani	3.67	4.5	4
9	Mardianah	3.33	5	4
10	Wahid Prasetya	3.67	4.5	4

No.	Employee name	Core Factor (60%)	Secondary Factor (40%)	Total Value
11	Rina novice	3.83	4.25	4
12	Word Saputra	4.33	3.5	4
13	Dimas Abimayu	3.83	4	3.9
14	Since Marlianti	3.83	4	3.9
15	Imam Purnama	4	3.75	3.9
16	Nicholas Colin	3.83	4	3.9
17	Andika Wahyudi	3.33	4.5	3.8
18	Dicky Rahmadia	3.33	4.5	3.8
19	Rahmalinna	3.67	4	3.8
20	Miftahul Jannah	3.33	4.5	3.8
21	Christine Dayanti	4.17	3	3.7
22	Adi Syahrudin	3	4.5	3.6
23	Farel Septiano	3	4.5	3.6
24	Zulfan	3.33	4	3.6
25	Wulan Empress	3.33	3.75	3.5
26	Fransisca Yuniza	3	4.25	3.5
27	Ame Risky Arnia	3	4.25	3.5
28	Nurul widyanti	2.67	4.5	3,4
29	Koko Ramadhani	3.17	3.75	3,4
30	Ardia Gita	2.67	3.75	3.1
31	Rey Ahmad Maulidin	2.67	3.75	3.1
32	Endah Pratiwi	2.67	3.75	3.1

From table 9 it can be concluded that Richo selected become employee best in accordance with system supporter decision method profile matching because get mark highest with value 4.7.

A use case diagram is a diagram that describes the entire system that will be designed (Haryani & Fitriani, 2019). Planning system use case diagram seen in figure 2.
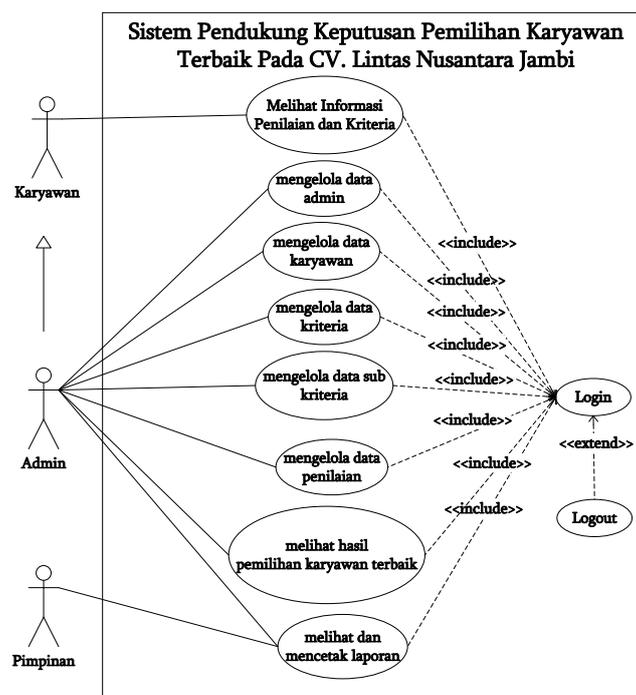
Figure 2. Use Case Diagram

Analysis of data requirements for the software to be created can be depicted with a class diagram (Widodo & Herlawati, 2013). Planning system for class diagrams can seen in figure 3.
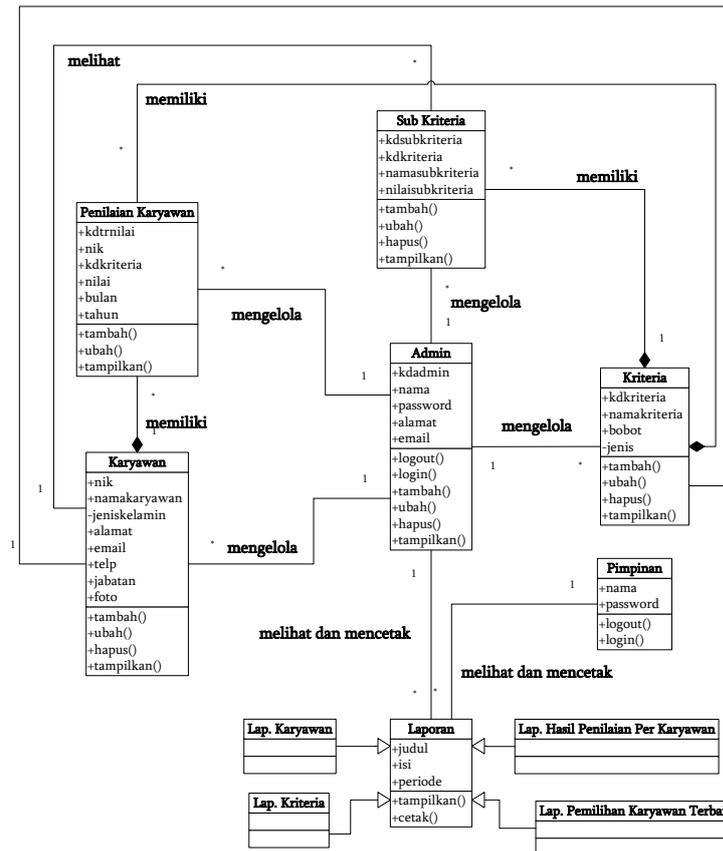
Figure 3. Class Diagrams

Implementation of programs for system supporter decision consists from:

1. Login Form Page

Forms page Login is the page used by system users to enter the main page by filling in the name and password correctly.
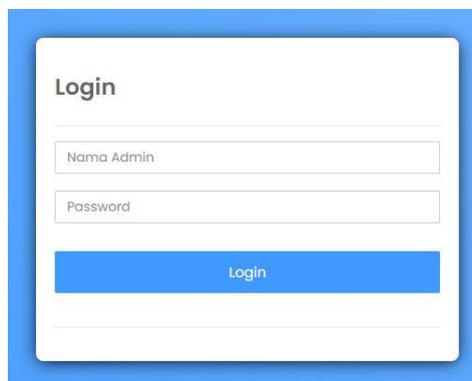
Figure 4. Login Form

2. Best Employee Selection Report Page

The best employee selection report page is a report on the results of employee performance assessment calculations using the profile mathing method and displays the results of employees who are worthy of being the best employees.

Figure 5. Pages Election Report Employee Best

CONCLUSION

The manuscript will not be reformatted. So, please obey the rules that have been set. Otherwise, the manuscript After conducting research and analysis for the decision support system for selecting the best employees on CV. Across the Jambi Archipelago, the author draws several conclusions as follows: Results of system analysis currently running on CV. Lintas Nusantara Jambi obtained from interviews for the process of selecting the best employees using the criteria of ability to work, productivity, discipline, absenteeism and length of work. And the process of selecting the best employees does not yet use a decision support system method so that the selection of the best employees cannot be measured. Decision support system for selecting the best employees on CV. Lintas Nusantara Jambi uses the CodeIgniter framework with the PHP programming language and MySQL DBMS with the Profile Matching method which aims to help companies determine which employees are selected to be the best employees and also make it easier to process the required data such as admin data, employee data, criteria data, sub-criteria data, and employee assessment data and can print the necessary reports, namely the results of selecting the best employees.

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