ABSTRACT

DECISION SUPPORT SYSTEMS FOR SELECTION OF AN EMPLOYEE IN POSITION PT.JAMSOSTEK

By
ANGGY EKA MUTIARA
10105048

PT. Jamsostek is a public program that provides protection for workers to overcome the risk of certain socioeconomic and operate using the social insurance mechanism. In the flow of work, there are many human resources who have an important role, one of them is human resources management personnel. Some human resource management staffing constraints is there are many important positions in the PT. Jamsostek has many vacancies. The number of employees is too many, so that the planning stage of each employee;s career is difficult and it spent a lot of time. Some problems that occur in the employee performance appraisal process becomes quite complex, especially if some employees who have the ability and some other considerations that are not much different. Based on test result, the data processing done through computerization much better than the manual way is more efficient and effective.

In this decision support systems for selection of an employee in position PT.Jamsostek, the writer uses the descriptive research method, which the collecting data the use is observing by examine the work process directly that has been done in interview, that is, making a dialogue directly with treated arbitrarily people who gives authority in giving the explanation or information of data need and studying literature by finding out supporting bibliografphies in data analyzed technique. The writer uses the method which is supporting the software according to waterfall whereas for data modeling uses the structured method. That is ERD (Entity Relationship Diagram) to illustrating data model and DFD (Data Flow Diagram) to illustrating functional model.

After having through this phase in accordance with of method decision support systems selected , so it can implement the method using gap analysis methods and has taken advance in system examination that consist of alpha examination which the examination uses the method of black box examination focused of software functional requirement and beta examination. That is field examination with data tabulating as an accurate value selection result.

Keywords : Decision Supprot Support, Gap Analysis, Increase Position