



Supporting System for Promotion Decision Using Profile Matching Method (Case Study on PT. Sinar Niaga Sejahtera)

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Abstract. This study aims to: (1) Designing a Decision Support System for Promotion Using Profile Matching Method at PT. Sinar Niaga Sejahtera . (2) Implementation of Profile Matching Method in Supporting System for Promotion Decision. Profile Matching method can make hrd manager easier at PT. Sinar Niaga Sejahtera to determine the final value of employee assessment appropriately and quickly, profile matching method is one of the methods of decision making where first determined competence (ability) required by a position. These competencies/abilities must be fulfilled by the holder/ candidate of the office holder. There are 3 aspects used to obtain the final value, namely aspects of performance quality, work attitude and behavioral aspects The result of research in the form of ranking of each employee based on aspects and sub-aspects of assessment. These results are a consideration for hrd managers of PT. Sinar Niaga Sejahtera to determine the right employees.

Keywords: SPK, Position, Profile Matching.

INTRODUCTION

The continuity of an organization is strongly influenced by existing Human Resources (HR) both quality and quantity. Handling human resources is different from other production factors because human resources are always growing and increasing both quantity and quality. To be able to utilize human resources in accordance with the needs of the organization, hr management is needed that can manage the continuity of an organization.

In general, an agency or organization of a company is influenced by environmental factors, both internal and external environment. The internal environment is the environment that comes from within the organization itself, such as HUMAN RESOURCES. While the external environment is an environment that comes from outside the organization, such as economic, cultural, and social. For that PT. Sinar Niaga Sejahtera as a company that distributes Garuda Food products that have 7 branches centered in Makassar and there are 350 employees who serve, serve hundreds of thousands of outlets and partner with subdistributor spread throughout

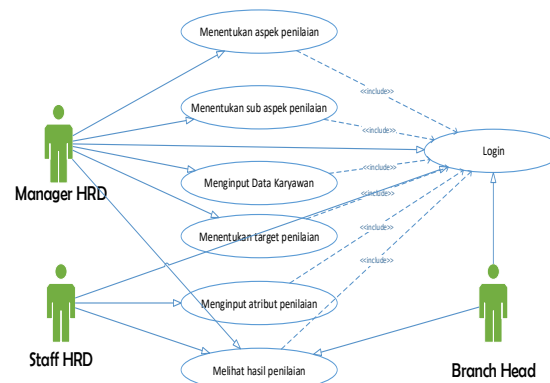
the region in each branch. Therefore, the company must be able to control both factors in order for the company's objectives to be achieved.

Decision support system is very necessary in the company, one of which is determining the employees who will be increased their positions. With the SPK by using the Profile Matching Method, namely to find out the comparison between the competencies of individual employees into the competencies of positions where employees will be increased their positions at PT. Sinar Niaga Sejahtera is expected to be a solution for employees to get jobs in accordance with their ability and quality of performance.

Based on the above problems, it is needed a "Decision Support System for Promotion Using Profile Matching Method at PT. Sinar Niaga Sejahtera". With this system, it is expected to help facilitate HR Staff and Branch Head as candidate assessment officers and assist HR Managers in making decisions quickly and effectively. So that employees deserve a place according to their ability and performance

RESEARCH METHODS

1. System Design



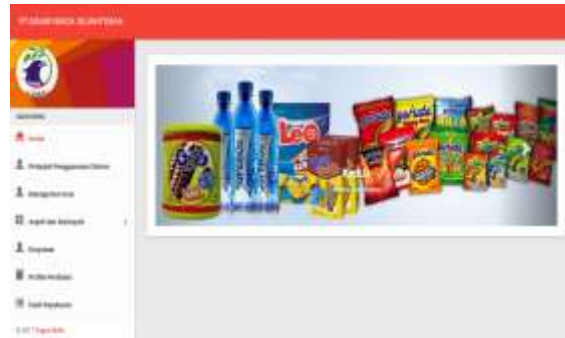
From the diagram of the system proposed above, there are 4 actors who use the system, namely Branch Head, HRD staff, HR Manager and Employees. The first actor is the HRD Manager login first then determines the assessment aspect which includes then determining the sub-aspect of the assessment. Then hrd staff input the data of employees who are candidates, determine the assessment target that must be achieved according to the place / position karyawan for the promotion of office. After determining the assessment target, the HRD Manager awaits the results of the assessment conducted by hrd staff. The second actor, Staff HRD, logged in first and input the assessment attribute and saw the results. The third actor, Branch Head, is logged in first and then sees the results of the employee's assessment whether it is in accordance with the competence of his employees. The fourth actor is the employee who is logged in first and then sees the results of the assessment that will be the evaluation material for improving employee competence.

RESULTS AND DISCUSSION

The decision support system of promotion using Profile Matching method can be implemented with the following explanation.

Implementation of Profile Matching Method

1. Main Menu Layout



Main Menu view is the view that will appear first after the user login. The menu will be displayed according to the level of the logged-in user. There are six menus consisting of Home, Aspects and Sub Aspects, Employees, Profile Assessment, Decision Results and Sign Out. The Aspect and Sub Aspect menus are used to input aspect data along with sub-aspects. The Employees menu is used to manage employee data. Profile Assessment menu is used for employee assessment in accordance with the aspects and sub-aspects specified. The Decision Results menu is used to view the results of the assessment and print the results. The Sign Out menu is used to exit the system.

2. Layout Aspects and Sub Aspects



3. Employee Data Layout



4. Employee Profile Layout



5. Decision Result Menu Layout



In the completion of data analysis and system design with the case of Decision Support System Using Profile Matching Method in PT. Sinar Niaga Sejahtera required aspects, sub-aspects and weights of assessment to perform calculations so as to get better results. To determine the Determination of Promotion of Position required a data information in the form of aspects, sub-aspects and weight of assessment. Here is the simulation table in GAP mapping:

Assessment completion analysis

Analysis of value assessment of sub-aspect attributes can be known by the benchmark in the assessment points, in the table below.

Tabel 2.1 Scoring Points

No	Penilaian	Poin
1.	Hasil Tidak Memenuhi Syarat	1
2.	Less Results	2
3.	Enoughs Results	3
4.	Good Results	4
5	Excellent Results	5



For an explanation of the valuing of each aspect, here is a description of the range for pointing, when it is given a value of one, two and so on.

Below is the table of determining the target value for intelligence variables.

Table 2.2 value target variable Performance QualityTable

NO	Sub Aspects	Id Sub	CF/SF	Value Target
1	Discipline	DS	CF	4
2	Honesty	KJ	SF	4
3	Responsibility	TJ	CF	4
4	Loyalty	LY	CF	4
5	Accuracy	KT	SF	4
6	Cooperation	KS	CF	4

Table 2.3 value target variable work attitude

NO	Sub Aspects	Id Sub	CF/SF	Value Target
1	Dominance	KK	CF	4
2	Influence	PG	CF	4
3	Steadines	KH	SF	4
4	Kompliance	PM	SF	4

Table 2.5. value target variable used

Assessment Aspects	Sub Aspects
Aspects of skinas performance	Service attitude (SP)
	Productivity (PK)
	Confident (PD)
	Achievement (PS)
Aspects of work attitude	Discipline (Ds)
	Honesty (Kj)
	Responsibility(Tj)
	Loyalty (Ly)
Aspecta of behavior	Accuracy(Kt)
	Cooperation (Ks)
	Dominance (kk)
	Influence (PG)
	Steadines (KH)
	Kompliance (PM)

1. Competency Gap Calculation

Calculation of competency gap as specified in the formula below:

$$\text{Value Atribut} - \text{Value Target.}$$

Weight of gap value obtained from the calculation of competency gap value in the criteria of ability of each aspect can be seen in the competency gap calculation below where Gap=value atribut - value target.



2. Calculation and Grouping of Core and Secondary factor

Is a grouping of cores and secondary factors of the five aspects, into two namely CF and SF can be shown in the formula below :

Core Factor

$$NCF = \frac{\sum NC(KA, KB, KC)}{\sum IC}$$

Secondary Factor

$$NSF = \frac{\sum NS(KA, KB, KC)}{\sum IS}$$

CF dan SF for Intelligence Aspects

$$NCF = \frac{4 + 4 + 4}{3} = 4$$

$$NSF = \frac{4 + 4 + 4 + 4}{4} = 4$$

CF dan SF for Work Attitude Aspects

$$NCF = \frac{4 + 4 + 4 + 4}{4} = 4$$

$$NSF = \frac{4 + 4}{2} = 4$$

CF dan SF for Behavioral Aspects

$$NCF = \frac{4 + 4}{2} = 4$$

$$NSF = \frac{4 + 4}{2} = 4$$

3. Total Value Calculation

From the calculation of each aspect, the total value is calculated based on the presentation of the core and secondary which is estimated to affect the target profile of each aspect. The calculation of total values can be seen in the equation formula 2.3 below:

$$N(KA, KB, KC) = (x)\%NCF(KA, KB, KC) + (x)\%NSF(KA, KB, KC)$$

4. Calculation of Final Result Determination or Ranking

The ranking calculation refers to the result of the calculation referred to in the equation formula below:

$$Ha = (x)\%NKA + (x)\%NKB + (x)\%NKC$$

CONCLUSION

Based on the previous description and discussion, it can be concluded that with the support system of decisions in the form of final results to help and facilitate the decision-making process and provide solutions, especially for HRD Managers and



HRD Staff, the decision support system using profile matching method aims to get employees who deserve a promotion by considering the competence of employees and the competence of positions consisting of 3 aspects, namely aspects of performance quality, work attitudes and behaviors. Suggestions that can be considered or inputs that can be used as a reference for the development of the next system can be a reference in the design or development of this system using other methods.

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