

Development of E-Recruitment as a Decision Support System for Employee Recruitment

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Abstract. This research aims to design and develop an employee recruitment system that can manage applicant data and provide recommendations for eligible applicants to be accepted or rejected by applying the Profile Matching method. Current problems in the employee selection process at PT. Duta Tata Echoindo is still done with a manual calculation system so that the recruitment process takes a long time and allows the company to get employees who are not in accordance with the desired competencies. The criteria used in the employee selection process are General Skills Assessment and Special Skills Assessment. The Profile Matching Method will calculate the gap between the criteria score and the applicant's profile score. Applicants with the highest match score level have a great chance of being accepted. The result of this research is a web-based E-Recruitment system that can automatically calculate the match level of each applicant based on the Profile Matching method. The impact of this research is that the ERecruitment system will speed up the recruitment process and make it easier for the HR division to make decisions to recruit employees.

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<http://dp3m.unikom.ac.id/penelitian/view/development-of-e-recruitment.332.html>