ABSTRACT

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DECISION SUPPORT SYSTEM FOR THE PROMOTION OF EMPLOYEES TO BE A MANAGER USING ANALYTICAL HIERARCHY PROCESS

(xvii + 135 pages; 72 figures; 54 tables; 5 appendixes)

This study aims to produce a Decision Support System (DSS) applications for promoting an employee to be a manager using a method of Analytical Hierarchy Process which is restricted to use a maximum of 10 criteria and 10 sub-criteria for each criterion. Windows desktop-based application developed using Visual Basic.Net 2010 with the support of databases using Microsoft SQL SERVER 2005.

The method used in this research is grounded research which is a research method based on the facts and using comparative analysis with the aim of holding an empirical generalization, define the concept, the theory, elaborated a theory, collect data and analysis of data at the same time. DSS is already built to provide the information criteria and subcriteria for assessing the performance of employees with reference to several criteria that have been set by the head of the company, which includes seven criteria: Leadership, Social skill, Knowledge, Skill, Quality of work, Work experience, Management skill.

From the results of testing of the system developed using the AHP method, can be concluded that system has been running correctly, so that these system can be used to help the company to carry out the selection of managers fastly, practically, and accurately.

Keywords: Decision Support System for the Promotion of Employees To be a Manager, AHP

References: 8 (1993 – 2012)