

ABSTRAK

Proses perekrutan karyawan memegang peranan penting sebagai langkah awal untuk perusahaan, mendapatkan tenaga kerja yang berkualitas sangat penting. Kehadiran sumber daya manusia yang unggul merupakan elemen kritis dalam mendorong pertumbuhan serta kemajuan perusahaan ke depan. Maka dari itu, perusahaan perlu memastikan bahwa kriteria karyawan yang diinginkan menjadi landasan utama dalam proses seleksi. PT. Radio Peusangan Andita menghadapi tantangan pengunduran diri karyawan baru, yang mengakibatkan perusahaan seringkali menggelar proses rekrutmen dan seleksi berulang. Dalam pengembangan sistem ini, informasi diperoleh melalui proses wawancara, pengamatan, dan penelitian literatur. Pendekatan pengembangan menggunakan metode model prototyping dengan implementasi bahasa pemrograman PHP dan server basis data MySQL. Hasil penelitian menciptakan sistem pendukung keputusan seleksi karyawan baru berbasis web, menerapkan metode TOPSIS (Technique For Others Reference by Similarity to Ideal Solution). Harapannya, sistem ini dapat memudahkan perusahaan dalam proses penerimaan karyawan dan memberikan kemudahan kepada pimpinan dalam mendapatkan karyawan berkualitas.

Kata kunci: Perekrutan karyawan, PHP, TOPSIS, MySQL, Berbasis web

ABSTRACT

The employee recruitment process plays an important role as the first step for the company, getting quality workers is very important. The presence of superior human resources is a critical element in driving the company's growth and progress into the future. Therefore, companies need to ensure that the criteria for the desired employees are the main basis for the selection process. PT. Peusangan Andita Radio faces the challenge of new employee resignations, which results in the company often holding repeated recruitment and selection processes. In developing this system, information was obtained through a process of interviews, observations and literature research. The development approach uses a prototyping model method with the implementation of the PHP programming language and MySQL database server. The results of the research created a web-based new employee selection decision support system, applying the TOPSIS (Technique For Others Reference by Similarity to Ideal Solution) method. The hope is that this system can make it easier for companies in the employee recruitment process and make it easier for leaders to get quality employees.

Keywords: *Employee recruitment, PHP, TOPSIS, MySQL, Web-based*