

ABSTRAK

**“PERBANDINGAN METODE SAW (*SIMPLE ADDITIVE WEIGHTING*) DAN
TOPSIS PADA PROSES *RECRUITMENT* PENGAJAR
(STUDI KASUS : YAYASAN SOSIAL DANA PENDIDIKAN AL-MISHBAH)”**

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Pengajar merupakan suatu bagian paling menentukan dalam sistem pendidikan karena pengajar memegang peran penting dalam proses pembangunan pendidikan. Sekolah sebagai organisasai pendidikan harus mampu meningkatkan mutu pendidikan dengan memiliki pengelolaan yang baik, salah satunya pada proses perekrutan pengajar baru. Di Yayasan Al-Mishbah rekrutmen pengajar dilakukan hanya pada saat jabatan kosong pada bidang studi tertentu, serta kriteria yang digunakan dalam proses rekrutmen dirasa kurang untuk mendapatkun guru yang berkompeten. Selanjutnya panitia rekrutmen harus membandingkan satu persatu hasil secara manual yang membutuhkan waktu yang cukup lama. Pada Penelitian ini Algoritma *Simple Additive Weighting* (SAW) dan TOPSIS diimplementasikan pada penentuan calon pengajar di Yayasan Al-Mishbah. Hasil perbandingan algoritma SAW dan algoritma TOPSIS adalah kedua algoritma tersebut memiliki kesamaan dalam proses pemacahan masalah, namun hasil yang diperoleh dari perhitungan algoritma TOPSIS lebih baik dibandingkan dengan metode SAW. Sehingga sistem rekrutmen pengajar yang dibangun memberikan hasil yang sesuai dengan hasil analisis yang telah dilakukan.

Kata Kunci : *Algoritma SAW, Algoritma TOPSIS, Recruitment, Sistem Pendukung Keputusan*

ABSTRACT

THE COMPARATION OF METHOD SAW (SIMPLE ADDITIVE WEIGHTING) AND TOPSIS IN THE PROCESS OF THE RECRUITMENT OF TEACHER (CASE STUDY : FOUNDATION OF EDUCATIONAL FUND AL-MISHBAH)

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Teachers are a crucial part of the education system since they play an important role in developing the process of education. School as an organization of the education has to be able to improve the quality of education by having a good management, one of the ways is in the teacher recruitment process. At Al-Mishbah foundation, teacher recruitment only occurs when there is an empty position for a teacher of a particular subject. In addition, the criterion used in this process is considered less qualified to get a competent teacher. Furthermore, the recruitment committees have to compare the result one by one manually (conventionally) which takes a longer time. In this study, Simple Additive Weighting (SAW) Algorithm and TOPSIS are implemented in determining the candidates of the teachers at Al-Mishbah foundation. The result of the comparison between SAW and TOPSIS algorithm shows that both have a similarity in problem-solving process, however, the result of TOPSIS algorithm calculation is better than SAW method. The results of implementing both algorithms are appropriate with the real circumstance, so that the system of the teacher recruitment which has been built can give an appropriate result with the result of the analysis that has been done.

Keywords : SAW Algorithm, TOPSIS Algorithm, Recruitment