

SISTEM PENDUKUNG KEPUTUSAN UNTUK PEMILIHAN KARYAWAN TERBAIK DENGAN METODE AHP (STUDI KASUS: PT WEB MEDIA TECHNOLOGY INDONESIA)

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ABSTRAK

Implementasi *Lean Startup* dan *Product Management* di sebuah *startup* sangat dibutuhkan untuk bisa bertahan secara berkelanjutan. PT Web Media Technology Indonesia (PT WMTI) telah menerapkan *Lean Startup* dan *Product Management* serta mendorong seluruh karyawannya untuk mengimplementasikan *Lean Startup* dalam bekerja. Karyawan PT WMTI terbaik dalam mengimplementasikan *Lean Startup* dianalisis menggunakan Sistem Pendukung Keputusan (SPK) metode *Analytical Hierarchical Process* (AHP). SPK dapat memberikan rekomendasi karyawan terbaik berdasarkan ranking. Dari 8 karyawan terdapat 3 karyawan dengan ranking terbesar yaitu: $A01 = 0,192$; $A04 = 0,155$; dan $A03 = 0,117$. Berdasarkan hasil uji konsistensi, dihasilkan nilai RK (Rasio Konsistensi) sebesar 0,08174 yang artinya nilai kesalahan di bawah 10% sehingga nilai indeks konsistensi dan hasil penilaian tersebut benar, konsisten, dan dapat digunakan. Hasil penelitian menunjukkan bahwa implementasi *Lean Startup* dan *Product Management* di Niagahoster tergolong baik karena dilakukan sosialisasi dan program-program berkelanjutan.

Kata kunci: *Startup, Lean Startup, Product Management, Sistem Pendukung Keputusan (SPK), Analytical Hierarchical Process (AHP)*

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DECISION SUPPORT SYSTEM FOR THE BEST EMPLOYEE SELECTION WITH AHP METHOD

(CASE STUDY: PT WEB MEDIA TECHNOLOGY INDONESIA)

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ABSTRACT

The implementation of Lean Startup and Product Management in a startup is very much needed to survive in a sustainable manner. PT Web Media Technology Indonesia (PT WMTI) has implemented Lean Startup and Product Management and has encouraged all its employees to implement Lean Startup at work. The best PT WMTI employees in implementing Lean Startup were analyzed using the Decision Support System (DSS) with Analytical Hierarchical Process (AHP) method. DSS can provide recommendations for the best employees based on ranking. Of the 8 employees, there are 3 employees with the largest ranking, namely: $A01 = 0,192$; $A04 = 0,155$; and $A03 = 0,117$. Based on the results of the consistency test, the resulting CR (Consistency Ratio) value of 0.08174 which means the error value is below 10% so that the consistency index value and the results of the assessment are correct, consistent, and can be used. The results of the study indicate that the implementation of Lean Startup and Product Management at Niagahoster is quite good because of the socialization and ongoing programs.

Keywords: *Startup, Lean Startup, Product Management, Decision Support System (DSS), Analytical Hierarchical Process (AHP)*

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