ABSTRACT

NEW EMPLOYEE SELECTION DECISION-MAKING SYSTEM USING THE PROFILE MATCHING METHOD (Case Study: PT. Jambi Batanghari Plantation)

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Technological advances are developing rapidly and covering various aspects, so they cannot be ignored. An effective and objective new employee selection process is an important challenge for companies in obtaining quality human resources. This research aims to design and develop a technology-based decision-making system for the selection process of new employees at PT Jambi Batanghari *Plantation, using the Profile Matching method. This system is designed to identify candidates who best suit the company's needs based on predetermined criteria, such as skills, experience, and other competencies. The Profile Matching method is applied to compare the candidate's Profile with the company's expected competency standards, resulting in more accurate and objective decisions. In this study, system design includes the needs analysis stage, User interface design, and software development that can handle candidate data efficiently. The implementation of the system is carried out by using a database to store candidate data and evaluation results that can be easily accessed by* HRD. *In addition, the system is also equipped with a Profile Matching algorithm that automatically calculates the level of compatibility between the candidate's Profile and the desired criteria. Testing is conducted using real candidate data that includes a wide range of qualifications and backgrounds. The test results show that the developed system is able to improve the accuracy of selection decision-making and reduce subjective bias that often occurs in manual assessment. This system is expected to speed up the selection process, reduce human error, and ensure that the selected candidates truly meet the needs of the company.*

Keywords: Decision Making System, Profile Matching, PT Jambi Batanghari *Plantation.*