ABSTRACT

The internship selection process at the Faculty of Applied Sciences is currently conducted manually, which often leads to inefficiencies and time-consuming procedures. Partners must review each candidate in detail, which can introduce subjectivity into the selection process. To address these issues, a recommendation system based on the Fuzzy Analytical Hierarchy Process (FAHP) has been developed and integrated into the Talentern platform. This system aims to optimize internship selection by providing automated candidate rankings based on criterion weights determined by the partners. The research began with an analysis of the existing internship selection process, identifying key issues and defining the assessment criteria to be used in FAHP. The criteria include academic performance, certifications, project experience, competition achievements, passion, and partner preferences. The weighting of these criteria is carried out by the partners through an intuitive and interactive user interface featuring sliders, pie charts, and bar chart visualizations. Students are then evaluated based on the documents they have uploaded, which are processed by the FAHP algorithm to generate candidate rankings. The system development consists of three main stages: criteria weighting by partners, student evaluation based on available documents, and the FAHP calculation process to produce the final rankings. The final candidate rankings are presented in table format along with supporting visualizations, allowing partners to easily understand the selection results. The implementation of this recommendation system can accelerate the selection process, reduce subjectivity in evaluations, and ensure consistency in selecting the best candidates. With FAHP integrated into Talentern, the internship recruitment process becomes more structured and data-driven, providing valuable benefits for both partners and students in finding the best match for industry needs.

Keywords: Talentern, Fuzzy-Analytic Hierarchy Process, Internship Selection, Recommendation System