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**SISTEM PENDUKUNG KEPUTUSAN PEREKRUTAN PENGAJAR  
DI BIMBEL MANUNGGAL MENGGUNAKAN METODE *SIMPLE  
ADDITIVE WEIGHTING* (SAW).** Di bawah bimbingan Bapak Wachid  
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177 + xvi halaman / 111 gambar / 37 tabel / 39 daftar pustaka (2015 - 2025)

### **ABSTRAK**

*Bimbingan Belajar Manunggal merupakan lembaga pendidikan nonformal yang melayani siswa jenjang Sekolah Dasar (SD) hingga Sekolah Menengah Pertama (SMP) di Kota Pekalongan. Dalam proses perekrutan pengajar, Bimbel Manunggal masih menerapkan sistem manual yang meliputi seleksi administrasi, tes wawancara, dan tes mengajar, sehingga proses penilaian memerlukan waktu yang cukup lama dan berpotensi menimbulkan subjektivitas dalam pengambilan keputusan. Kondisi tersebut menyulitkan pemilik bimbel dalam menentukan calon pengajar yang paling sesuai dengan kriteria yang telah ditetapkan. Penelitian ini bertujuan untuk merancang dan membangun Sistem Pendukung Keputusan (SPK) perekrutan pengajar di Bimbel Manunggal menggunakan metode Simple Additive Weighting (SAW) guna membantu proses seleksi pengajar secara objektif, cepat, dan terstruktur. Metode pengembangan sistem yang digunakan adalah metode Waterfall yang meliputi tahapan Communication, Planning, Modeling, Construction, dan Deployment. Sistem ini dirancang untuk mengelola data pelamar, kriteria dan bobot penilaian, melakukan perhitungan menggunakan metode SAW, serta menampilkan hasil perankingan calon pengajar. Pengujian sistem dilakukan menggunakan metode White Box Testing, Black Box Testing, dan User Acceptance Testing (UAT). Hasil pengujian menunjukkan bahwa sistem dapat berjalan sesuai dengan kebutuhan pengguna dan mampu membantu pemilik bimbel dalam mengambil keputusan perekrutan pengajar secara lebih akurat dan objektif.*

**Kata Kunci : Sistem Pendukung Keputusan, Perekrutan Pengajar, SAW, Bimbel Manunggal**

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**DECISION SUPPORT SYSTEM FOR TEACHER RECRUITMENT AT MANUNGGAL TUTORING CENTER USING THE *SIMPLE ADDITIVE WEIGHTING (SAW) METHOD*.** Under the supervision of Mr. Wachid Darmawan, M.Kom. and Mr. Wahyu Setianto, M.Kom.

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### **ABSTRACT**

*Manunggal Tutoring Center is a non-formal educational institution that serves students from elementary school (SD) to junior high school (SMP) levels in Pekalongan City. In the teacher recruitment process, Manunggal Tutoring Center still applies a manual system that includes administrative selection, interviews, and teaching demonstrations, causing the assessment process to require a relatively long time and potentially leading to subjectivity in decision-making. This condition makes it difficult for the tutoring center owner to determine teacher candidates who best meet the established criteria. This study aims to design and develop a Decision Support System (DSS) for teacher recruitment at Manunggal Tutoring Center using the Simple Additive Weighting (SAW) method to support an objective, efficient, and structured selection process. The system development method used is the Waterfall method, which consists of the stages of Communication, Planning, Modeling, Construction, and Deployment. The system is designed to manage applicant data, criteria and weight values, perform calculations using the SAW method, and present the ranking results of teacher candidates. System testing was conducted using White Box Testing, Black Box Testing, and User Acceptance Testing (UAT). The test results indicate that the system operates according to user requirements and is able to assist the tutoring center owner in making more accurate and objective decisions in teacher recruitment.*

**Keywords: Decision Support System, Teacher Recruitment, SAW, Bimbel Manunggal**