

## Abstract

To identify a problem needs data which are objective and measurable. Automatically, for getting that data need information which should be responsibility. This is the problem when a consultant is to determine softskill a manager with an objective and reliable. Therefore, the application of Fuzzy-ANP method becomes an alternative solution in identifying the best manager in the company.

On the application of Fuzzy-ANP have values  $\alpha$  and  $\beta$  where  $\alpha$  is a form of value in showing preference in the TFN (Tringular Fuzzy Number) and the value of  $\beta$  is the risk tolerance of the decision of the experts. On the value of  $\alpha$  and  $\beta$  was increasing and decreasing the graph that is not too large. This is due to the additional influence of the dominant influence of the criteria. In this case, the dominant criterion is Building Trust, Communication, Negotiation, Delegating Responsibility, and Entrepreneurial Insight. The dominant criterion showed a high connectedness that could affect the assessment turned on to these criteria.

Optimal state in the application of the value of  $\alpha$  and  $\beta$  are in the time value of  $\alpha = 1$  and condition when  $\beta = 1$  with  $\alpha$  values move toward the value 0.4. In this condition, the assessment of positive effect if there is value candidates who are in the average value, but will have an effect on the contrary, if the assessment was in the maximum position. So in other words, if a company wants to have a more objective value can use the value  $\alpha = 1$  regardless of the degree of optimism from the assessment team.

Therefore, it can be concluded that when the value of  $\alpha$  is 1, the results of the assessment is harmonic where the assessment was in line M (Mean) on TFN. So the value of  $\beta$  would not affect the value. Maksunya that the value of the candidate is at the maximum point on the rating criteria. Meanwhile, when the value of  $\alpha$  is 0 then the value is on the bottom line of TFN and the value will be influenced by the value of  $\beta$ .