

Abstract

AHP (Analytical Hierarchy Process) and Superiority Index method are the decision making methods for multiple criterias and alternatives. AHP is a method to solve the problem by setting up the hierarchy of the current problem. This method is used as a method of weighting the criteria that begins with setting up the hierarchy and make the pairwise comparison matrix to determine the relationship between each of the criteria that it will be calculated the weight of each criterion. Meanwhile Superiority Index is used as a method to rank the alternative method that starts with rank values of each alternative on the criteria and rank comparison of matrix for each criteria is formed and the order of priority will be sorted by the large number of comparisons of each of these alternatives.

The results of this thesis are the weights of criteria and rank order employees that can be used as an alternative in a decision making that the employees assessment and rank process can be more effective.

Keywords : *AHP (Analytical Hierarchy Process), Superiority Index*