
ABSTRACT

Nurse represent backbone of efficacy of hospital in serving its patient. Therefore, selecting the nurse candidate is something important in a hospital. To obtain nurse that match with the expected criterions, needs formulation from nurse's criterion itself. As also to Al Islam Bandung Hospital (RSAI) which want to get professional nurse which 'berakhlakul karimah'.

RSAI's management in the year of 2008 will alter selection to its new nurse candidate, that is from the beginning there are 5 times rejection become 3 times rejection. This matter occur because RSAI's management wish to see entire competency owned by nurse candidate by joining written test, interview, practice test, and also the re-review resume (administration). With the change existence hence be needed the weight to each selection method.

This research used the *Analytical Hierarchy Process* (AHP) method to compile hierarchy of elements criterion which tested in the selection method. This method is a framework to take decision effectively for complex problem by making moderate and quicken decision-making processes by thinking out into its elements, arranging parts or the variable in a hierarchical formation, giving numerical value of subjective consideration about its important on every variable and combine this various consideration to specify which variable owning highest priority and act to influence the result at the situation.

Formed to criterion hierarchy become decision hierarchy is conducted by using the Delphi method, where by using this method will be equalized the perception among responder which have importance in course of decision making and also own importance in selection of new nurse candidate in RSAI.

With this research's existence earn to show a hierarchical formation about the elements of the nurse-candidate selection's methods in RSAI as well as its weight to each sub selection method used. As for the weight to each sub selection methods shall be as follows:

1. Re-review resume: 11,40%
2. Nursing written test: 5,67%
3. Spiritual written test: 2,95%
4. Emotional test: 20,82%
5. Nursing interview: 13,59%
6. Spiritual interview: 5,72%
7. HR Interview: 10,84%
8. Classical practice test: 22,72%, and
9. Room practice test: 6,28%.

Key Words: Selection Methods, Weighted, Nurse, *Analytical Hierarchy Process* (AHP).