

ABSTRACT

PT Telekomunikasi Indonesia, Tbk. (Telkom) is a business organizer enterprise T.I.M.E (Telecommunication, Information, Media and Edutainment) the largest in Indonesia. Telkom have to maintain and improve the quality of services provided in accordance with the needs of consumers in order to cultivate customer loyalty. One way used PT. Telkom in supporting human resource development is by way assessment center.

However there is a place in candidate selection process assessment center candidate selection process is done manually, this process has the disadvantage that the absence of a clear weighting to each criteria that will be the assessment, in addition because the process is done manually by using Microsoft excel, it's very risky to the emergence of subjectivity as well as human error is high. Seeing such a condition, required a system of determining priority criteria are accurate and objective in order to facilitate the company in conducting the selection process as well as reduce the degree of subjectivity associated parties.

One method of decision making that is used in the selection of priority criteria is to use the Analytical Hierarchy Process (AHP). The first thing done is to determine the criteria, set hierarchy, and the disturbing questioner to respondents who are considered experts in related issues, in this case the expert respondents who selected employees of the division of HR policy that determines the division of policy and criteria used. From the processing of questioner, the weight value obtained for P&K 0.4985, education acts 0.1969, supervisor ratings 0.1484, age of the band position 0.11809 and 0.03803 for the weight of the assessment.

At the end of the system obtained priority criteria that make the selection process more structured. Then to assist the process of selecting potential participants made an application to the selection process more accurate, objective and reduce human error.

Key words : *Assessment, Selection, and Analytical Hierarchy Process (AHP)*