

# **PENGEMBANGAN SISTEM INFORMASI REKRUTMEN TENAGA KERJA *OUTSOURCING* BERBASIS *WEBSITE* DENGAN METODE *AGILE DEVELOPMENT* PADA PT MITRA DAKSA ANARAWATA**

## **ABSTRAK**

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Proses rekrutmen tenaga kerja *outsourcing* pada PT Mitra Daksa Anarawata (MDA) masih dilakukan secara manual dan belum terintegrasi, sehingga menyebabkan ketidakefisienan dalam pengelolaan data pelamar, proses seleksi, serta pelaporan. Kondisi ini berdampak pada meningkatnya beban kerja serta potensi terjadinya kesalahan dalam pengambilan keputusan. Penelitian ini bertujuan untuk merancang dan membangun sistem informasi rekrutmen tenaga kerja *outsourcing* berbasis *website* yang mampu mendukung proses rekrutmen secara efektif dan terstruktur. Metode pengembangan sistem yang digunakan adalah *Agile Development* untuk memastikan fleksibilitas dan adaptasi terhadap kebutuhan pengguna, sedangkan metode *Simple Additive Weighting* (SAW) diterapkan sebagai pendukung pengambilan keputusan dalam proses seleksi kandidat. Sistem yang dikembangkan memiliki fitur utama meliputi manajemen lowongan, pengelolaan lamaran, proses seleksi kandidat, pelacakan status lamaran, serta penyajian laporan. Evaluasi sistem dilakukan menggunakan *System Usability Scale* (SUS) dan pengujian fungsional *Blackbox Testing*. Hasil pengujian menunjukkan bahwa sistem memperoleh skor SUS sebesar 83,21 yang termasuk dalam kategori *excellent (grade B)*, serta seluruh fungsi sistem berjalan dengan baik sesuai kebutuhan pengguna. Dengan demikian, sistem yang dibangun dinyatakan mampu meningkatkan efektivitas dan efisiensi proses rekrutmen serta mendukung pengambilan keputusan yang lebih objektif dan terstruktur.

**Kata Kunci:** Sistem Informasi, Rekrutmen, *Agile Development*, *Simple Additive Weighting*, *Usability Testing*

***DEVELOPMENT OF A WEB-BASED OUTSOURCING RECRUITMENT INFORMATION SYSTEM USING THE AGILE DEVELOPMENT METHOD AT PT MITRA DAKSA ANARAWATA***

***ABSTRACT***

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*The recruitment process for outsourcing workforce at PT Mitra Daksa Anarawata (MDA) is still conducted manually and is not yet integrated, resulting in inefficiencies in managing applicant data, selection processes, and reporting. This condition increases workload and the potential for errors in decision-making. This study aims to design and develop a web-based outsourcing recruitment information system that can support the recruitment process effectively and systematically. The system development method used is Agile Development to ensure flexibility and adaptability to user needs, while the Simple Additive Weighting (SAW) method is applied to support decision-making in the candidate selection process. The developed system includes main features such as job vacancy management, application management, candidate selection processes, application tracking, and reporting. System evaluation was conducted using the System Usability Scale (SUS) and functional testing through Blackbox Testing. The results indicate that the system achieved an SUS score of 83.21, which falls into the excellent category (grade B), and all system functions operate properly according to user requirements. Therefore, the developed system is considered capable of improving the effectiveness and efficiency of the recruitment process and supporting more objective and structured decision-making.*

***Keywords:*** *Information System, Recruitment, Agile Development, Simple Additive Weighting, Usability Testing*