DECISION SUPPORT SYSTEM TYPES OF JOBS BASED ON THE RIASEC PERSONALITY THEORY AND VALUE

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ABSTRAK

Job selection is one of the complicated decision making processes because it needs to consider the factors in decision making. Based on the results of research from the Research and Development Agency of the Ministry of Home Affairs which is subject to the millinneal generation in the world of work, it is found that the factors that cause the percentage of millennial generation whose totality is only 25% are personality types. Of these problems will be made a decision support system to help decision makers in choosing jobs by providing job recommendations that are in accordance with the type of personality. The personality theory used in this study is the RIASEC personality theory proposed by John Holland. Holland divides 6 types of personality namely Realistic, Investigative, Artistic, Social, Entrepreneur, and Conventional. The method used in the decision support system in this study is Analytic Network Process (ANP). ANP is a method in decision making that considers relationships between criteria. The criteria used in this study are the type of personality and the value of the course. The criteria for personality types have 6 sub-criteria, and the value of the course has 14 sub-criteria. Each criterion and sub-criteria will be paired with a comparison (paired comparison) to get the weight value. The test in this study focused on the level of accuracy of the system in determining the personality types of decision makers. After testing by comparing the results of the manual personality quisioner with the system, an accuracy rate of 100% was obtained.

Keywords : Job, Personality Types, Decision Support Systems, RIASEC Personality,

Analytic Network Process