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The First International Conference in Engineering and Technology Development

Universitas Bandar Lampung
20 - 21, June 2012
Lampung, Indonesia
PREFACE

The activities of the International Conference is in line and very appropriate with the vision and mission of the UBL to promote training and education as well as research in these areas.

On behalf of the First International Conference of Engineering and Technology Development (ICETD 2012) organizing committee; we are very pleased with the very good responses especially from the keynote speakers and from the participants. It is noteworthy to point out that about 45 technical papers were received for this conference.

The participants of conference come from many well known universities, among others: Universitas Bandar Lampung, International Islamic University Malaysia, University Malaysia Trengganu, Nanyang Technological University, Curtin University of Technology Australia, University Putra Malaysia, Jamal Mohamed College India, ITB, Mercu Buana University, National University Malaysia, Surya Institute Jakarta, Diponogoro University, Unila, Universitas Malahayati, University Pelita Harapan, STIMIK Kristen Newmann, BPPT Lampung, Nurtanio University Bandung, STIMIK Tarakanita, University Sultan Ageng Tirtayasa, and Pelita Bangsa.

I would like to express my deepest gratitude to the International Advisory Board members, sponsors and also welcome to all keynote speakers and all participants. I am also grateful to all organizing committee and all of the reviewers which contribute to the high standard of the conference. Also I would like to express my deepest gratitude to the Rector which give us endless support to these activities, such that the conference can be administrated on time.

Bandar Lampung, 20 Juni 2012

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UNIVERSITAS BANDAR LAMPUNG
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Decision Support System for Determination of Employees Using Fuzzy Decision Tree

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Abstract— Employees as a source of performance measures of a company, become an important component for well-managed existence. Employees with good title, it should get an award from the company. Companies also need to properly oversee the performance of employees, to be known and chosen, a good employee for later promoted to a higher level and supervisory employees who need to get the job to be improved or even employees who can no longer to be retained to work in a company.

Decision Tree method in this study are integrated with the fuzzy algorithm to able to choose the employee at a time. Many companies are implementing the determination of employee at a time in every month or even in every week, able to obtain the performance of the employee to continue the better work or least to able to continue to defend his performance.

Fuzzy algorithm will later perform a discrete calculation on the value that appear vague on the assessment of the employees side. Decision Tree method will provide a solution that decisions about employees can be expressed as a employee at a time based on data obtained at one time.

The next decision is still held by the company to able to determine the decision of some of the solutions produced by the method of the Decision Tree

Keywords— decision support systems, determination of employees, decision tree, fuzzy algorithm

I. INTRODUCTION

Today the development of information technology has grown so rapidly. The rapid development of technology not only hardware and software, but also developing computational methods. One of the computational methods developed enough at this time is the method of Decision Systems (Decision Support System). In information technology, decision support system is an interactive computer information system that can be used by decision makers to get the best of several alternative decision-making.

Decision support system is an interactive computer information system that can be used by decision makers to get the best of several alternative decision-making and this system gives the end result is precise and accurate because it is based on qualitative data that have been processed using quantitative methods. Currently the use of decision support systems is very important is the STMIK PPKIA TarakanitaRahmawati Tarakan, which is to determine the Employee example where employees have a very large role in supporting the success and improvement of the quality of Higher Education in STMIK PPKIA TarakanRahmawati Tarakan.

The reason triggering this study in STMIK PPKIA TarakanitaRahmawati, as an educational institution, sometimes complain about the work ethic of employees after seeing the extent to which they do not have the basic skills and behaviors necessary for success for their work. Employees absent from work without explanation, the clock was always in the presence of neglect, unwilling or lazy to do the tasks assigned to them, and do not take the initiative to look around and see what needs to be done without waiting for instructions from the leadership.

Scott Morton (Turban, 1998) in 1971 defines a Decision Support System (DSS) as an interactive computer-based system that helps, decision makers utilize data and models to solve unstructured problems. DSS sense proposed by Gory and Scott Morton, who is supported by Little in 1970 (Turban 1998) defines the DSS is a collection of models and procedures based on the procedures for processing data and judgments to assist a manager in decision making.

With this background the authors are keen to build a decision support system of determining employee of the month at STMIK PPKIA TarakanitaRahmawati which later can lead and manage education in schools in an effort to improve the quality of education.

Other conditions that trigger the authors decided to build in this Decision Support System which will assist the leadership in terms of consideration of the objectivity of the selection of employees by an example, so that decision-making process could be done better, to be considered leaders to provide better confidence to the employees who have sufficient good performance and if there is a new promotion that the employee will likely be promoted because of the performance and competence held by the employee with respect to the sub criteria to be met by an employee so as to obtain quality human resources, and appropriate.

Decision tree is a classification and prediction methods are very powerful and famous. Decision tree method to change the fact that a very large decision tree is presented to the rule. Because the decision tree is also useful to explore data, find hidden relationships between a number of candidate criteria input by the target criteria, objective criteria are usually grouped with definite targets and decision tree models aim at
calculation the probability of each record of these categories or to classify record with breaks in the one class.

Decision tree can also be used for various shooting needs keptusan including in this case is the determination of employee of the month at the College of Informatics and Computer Management (STMIK) PPKIA Tarakanita Rahmawati by looking at the behavior and performance are shared by all employees.

Data are expressed in the form of decision tree with the attribute tables and records, the attributes expressed in a parameter that is created as a criterion in the establishment of a tree in this example for the determination of employee or not examples of criteria to consider is the absence of attendance, cooperation with fellow employees, absent from work without a statement, have the initiative in the work without waiting for instructions from the head first, to always keep track of work space, following the policy of the office, courtesy of all civitas School of Information Management and Computers (STMIK) PPKIA Tarakanita Rahmawati, hardworking and always has an interest in diridan develop each of the attributes (criteria) has a value called the instance instanceinstance less absenteeism have good attendance, good and very good.

II. THE THEORY

2.1 Decision Tree

Known as decision tree or decision tree classification method is one that uses a representation of a tree structure that contains alternatives for solving a problem. The trees also show the criteria that affect the outcome of alternative decisions with estimates of the final results when making decisions teresu. the role of decision tree is a decision support tool to assist in decision-making decion maker, as for the benefit of decision tree is to break down a complex decision-making process becomes more simple so that a decision maker decision would be to interpret the solution of the problem. concept of the decision tree is to change the data into a decision and the rules.

The concept of decision tree concept is to transform the data into a decision tree (decision tree) and decision rules.

The system development process begins by determining the domain for each attribute, the group data value of the new employee based on the average value of employee.

### Table 1

<table>
<thead>
<tr>
<th>Parameter Ukuran</th>
<th>Bobot Nilai</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sangat Baik</td>
<td>70-100</td>
</tr>
<tr>
<td>Baik</td>
<td>41-69</td>
</tr>
<tr>
<td>Kurang</td>
<td>0-40</td>
</tr>
</tbody>
</table>
In Table 8 below contains data that is used as a sample in the study.
Prospective employee of the table design is used to enter and store candidate data model, to more clearly the structure of this table is shown in Table IX.

<table>
<thead>
<tr>
<th>NIK</th>
<th>Name</th>
<th>Address</th>
<th>Date of birth</th>
<th>Religio p</th>
</tr>
</thead>
<tbody>
<tr>
<td>080001</td>
<td>Nedya Lestari</td>
<td>JI. Yos Sudarso No. 8</td>
<td>20/05/1975</td>
<td>Khatolik</td>
</tr>
<tr>
<td>080002</td>
<td>Ulva Yaomil</td>
<td>Kampung Bugis No. 5</td>
<td>11/03/1980</td>
<td>Islam</td>
</tr>
<tr>
<td>080003</td>
<td>Hendra M</td>
<td>Selumit Pantai No. 9</td>
<td>02/12/1985</td>
<td>Islam</td>
</tr>
<tr>
<td>080004</td>
<td>Ekawati</td>
<td>Mess PT. Intraca</td>
<td>30/07/1980</td>
<td>Budha</td>
</tr>
</tbody>
</table>

The design criteria table serves to enter and store data assessment criteria against prospective employee of the month, to more clearly competency table structure is shown in Table X.

<table>
<thead>
<tr>
<th>Period</th>
<th>Hard Worker</th>
<th>Policy</th>
<th>Attendanc e</th>
<th>Relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/05/2012</td>
<td>Good</td>
<td>Very Good</td>
<td>Very Good</td>
<td>Good</td>
</tr>
</tbody>
</table>

Design of the prospective gain value table is used to enter and store data gain value of each prospective employee of the month which can be shown in Table XI.

<table>
<thead>
<tr>
<th>Periode</th>
<th>NIK</th>
<th>Total Entropi</th>
<th>Kerja Keras</th>
<th>Kebijakan</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/05/2012</td>
<td>08000</td>
<td>0,9587</td>
<td>0,375</td>
<td>0,375</td>
</tr>
</tbody>
</table>

Input page (input) data is used to insert candidate personal data of each prospective employee of the month. At this potential there is a blank form field that serves to fill the data prospective employee of the month.

Prospective employee of the input data is contained in the master data input, the input data of candidates. After the successful candidates in the data store to the database by pressing the save button the user can edit the data then the necessary data. After the change of data can be stored again by pressing the save data. As for the delete, the procedure is not much different to change the data as shown in Fig. 3.

---

### Table IX
**Employee Data**

<table>
<thead>
<tr>
<th>NIK</th>
<th>Name</th>
<th>Address</th>
<th>Date of birth</th>
<th>Religion</th>
</tr>
</thead>
<tbody>
<tr>
<td>080001</td>
<td>Nedya Lestari</td>
<td>JI. Yos Sudarso No. 8</td>
<td>20/05/1975</td>
<td>Khatolik</td>
</tr>
<tr>
<td>080002</td>
<td>Ulva Yaomil</td>
<td>Kampung Bugis No. 5</td>
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<td>Islam</td>
</tr>
<tr>
<td>080003</td>
<td>Hendra M</td>
<td>Selumit Pantai No. 9</td>
<td>02/12/1985</td>
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<tr>
<td>080004</td>
<td>Ekawati</td>
<td>Mess PT. Intraca</td>
<td>30/07/1980</td>
<td>Budha</td>
</tr>
</tbody>
</table>

### Table X
**Data Criteria**

<table>
<thead>
<tr>
<th>Period</th>
<th>Hard Worker</th>
<th>Policy</th>
<th>Attendanc e</th>
<th>Relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/05/2012</td>
<td>Good</td>
<td>Very Good</td>
<td>Very Good</td>
<td>Good</td>
</tr>
</tbody>
</table>

### Table XI
**Gain Value**

<table>
<thead>
<tr>
<th>Periode</th>
<th>NIK</th>
<th>Total Entropi</th>
<th>Kerja Keras</th>
<th>Kebijakan</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/05/2012</td>
<td>08000</td>
<td>0,9587</td>
<td>0,375</td>
<td>0,375</td>
</tr>
</tbody>
</table>

---

**Fig 2. Flowchart of Application Design**
Input page (input) value of the criteria for each employee used to perform data input into the terms of the assessment criteria in employee selection model must be owned by every employee who has been assigned by decision makers. Employee assessment criteria on the form blank, there are decision tree computation process of each prospective employee of the month.

After each of the overall entropy value is unknown, it is the last step is to calculate the final value of employee selection model, where the final value is obtained from the total value of the overall entropy gain calculation is then performed for each employee to determine the value of the final determination of decision of employees in said to be feasible or employee of the bleak in Fig. 5.

Decision tree is one way that can be used to trace the main factors that most menonol is one way that can be used to trace the main factor of the most supportive of an activity, from the literature search and a simple test that we make to the algorithm are made using the election as an employee of the sample can be seen that this method of decision tree shows the most decisive factor.

IV. CONCLUSION
The benefits of tree decision method is effective in making decisions in determining the action to be taken by the decision maker. decision tree method can be used as a tool in the development of algorithms to solve the problem for decision tree model in determining the selection of employees, especially for input decisions can be relatively static.

REFERENCES