



Decision Support System for Accepting Pre-Employment Cards During the Covid-19 Pandemic Using the Method Multi Objective Optimization on the Basic of Ratio Analysis (MOORA)

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Abstract—During the Covid-19 pandemic, there were many impacts that were felt by the community such as social, educational and financial problems, therefore the government as the highest authority in society made a policy for the Pre-Employment Card program as a solution to one of the problems, especially in the economic sector felt by the community, such as overcoming the problem of unemployment, layoffs, and poverty. With the help of the Decision Support system (*Decision Support System*) hope to be able to make the best decision for prospective recipients of Pre-Employment Cards. This study aims to determine the best alternative that fits the criteria according to the requirements of the Pre-Employment Card using the MOORA method (*Multi Objective Optimization On The Basic Of Ratio Analysis*). In determining candidates who are eligible to receive a pre-employment card according to the formula obtained so as to produce the best alternative value of 0.07409 of the total sample of test data.

Keywords : SPK, Pre-Employment Card, Covid-19, MOORA

Abstract—During the Covid-19 pandemic there were many impacts on the community such as social, educational and financial problems, therefore the government as the highest authority in society made a policy for the Pre-Work Card program as a solution to one of the problems, especially in the economic sector that was felt by the community, such as overcoming the problem of unemployment, layoffs, and poverty. With the help of the Decision Support System, it is hoped that they will be able to make the best decisions for prospective Pre-Employment Card recipients. This study aims to determine the best alternative that fits the criteria according to the requirements of the Pre-Work Card by using the MOORA (*Multi Objective Optimization On The Basic Of Ratio Analysis*) method.

Keywords: SPK; Pre-Employment Cards; Covid-19; MOORA

1. INTRODUCTION

Currently, the world is facing a catastrophic epidemic that has hit most of the world's population, including Indonesia. Corona Virus or in scientific language called Coronavirus Diseases 2019 (COVID19) first appeared in mainland China. The first positive cases of covid-19 in Indonesia were 2 people infected in March 2020. In April 2020 the cases increased dramatically to 4,839 people with a mortality ratio of 9.5% or as many as 459 people [1]. Corona Virus is a disease that can cause mild to severe symptoms such as acute respiratory distress, fever, cough, and shortness of breath. According to the official website for handling Covid-19 (covid19.go.id), the latest data recorded the number of positive corona cases until May 2021 as many as 1,718,575 people and this number continues to grow every day.

The increasing number of fatalities in the Covid-19 case has caused many problems. Starting from the increase in poverty rates, layoffs, as well as the increasing number of unemployed and the enactment of government regulations regarding PSBB (Large-Scale Social Restrictions). However, the lack of information dissemination regarding the PSBB has caused the public to continue to be free in their activities until decisive action is taken by the government such as the Lockdown policy in big cities which was first carried out in mid-April 2020. This Lockdown policy caused a lot of losses among the financially underprivileged. During the COVID-19 pandemic, as many as 2 million workers/laborers have lost their jobs. The government's concern that there are cases of layoffs that are soaring in Indonesia makes The Ministry of Economic Affairs created a program that launched a guarantee for workers and MSME business actors affected by the pandemic, namely a Pre-Employment Card. The launch of the Pre-Employment Card had caused pros and cons such as fees for inconsistent training content, no clear payment in the partnership, and there were training institutions that were considered unprofessional [2]. The official Pre-Employment Card was issued on the legal basis of Presidential Decree No. 36 of 2020 concerning the Development of Work Competence through the Pre-Employment Card Program. According to the legal basis, the criteria for registering a Pre-Employment Card are the status of an Indonesian citizen (Indonesian citizens), over 18 years old and not currently taking formal education [3]. The selection stage for prospective Pre-Employment Card recipients who have passed file verification, then participants will get training vouchers through digital platforms that are partners for the Pre-Employment Card program, such as Ruang Guru, Tokopedia, and others. Another advantage that is obtained from the recipient of this Pre-Employment Card is in the form of cash in the amount of Six Hundred Thousand Rupiah for 4 months. Therefore, a system is needed to make the best choice in determining prospective recipients of Pre-Employment Card assistance using a decision support system.

Given the importance of determining the prospective recipients of Pre-Employment Card assistance, a decision support system is made. A decision support system is a system that is useful for making decisions and solving several problems accurately and on target [4]. The method used in the decision support system to produce the best alternatives such as SAW, WP, WASPAS, TOPSIS, ELECTER, and MOORA [5].

In this study, the authors obtained a sample of test data from the results of reports that had been carried out in 2020 to 2021 as many as 5 previous studies that focused on the similarity of methods related to this article that allowed making a decision as in research that has been carried out by Soka Wardiman Sinaga regarding Decision Support Systems in Accepting Candidates for Security Members at PT. Naga Hari Utama with Multi Objective Optimization Method On The Basis Of Ratio Analysis (Moora) which resulted in a score of 0.532 as the highest ranking y_i [6]. In Andi Arisman's research entitled Decision Support System for New Student Admissions Using the Moora Method (Multi-Objective Optimization On The Basis Of Ratio Analysis) obtained an optimization value of 3.501648 as the largest optimum value.[7]. The research that has been done by Novi Lestari on the Comparison of the Weighted Aggregated Sum Product Assessment (WASPAS) and Multi-Objective Optimization on The Basis of Ratio (MOORA) Methods in Lecturer Admissions produces the highest score of 0.46504 which is ranked first[8]. In research conducted by Muh. Miftakhun Nizar on the Implementation of the Moora Method in the Decision Support System for Choosing the Best Smartwatch got a score of 2.6638231757 as the best alternative final result[9]. In the research conducted by Sandyea Proboningrum regarding the Decision Support System for Selection of Fabric Suppliers with the Moora Method which obtained a preference value of 0.1599 as the best alternative ranking[10]. Overall, the authors make this research a proper reference to be used in making this research.

Utilizing a Support System Decisions (SPK) that use Multi Objective Optimization Method On The Basic Of Ratio Analysis (Moora) with the aim of to determine the best choice based on the value optimally two or more conflicting attributes simultaneously. The application of the Moora method formula such as inputting the criteria value, changing the criteria value into a decision matrix, normalizing the Moora method, reducing the maximum and minimum values, determining the ranking of the results of the Moora calculation[11]. The purpose of this study is to contribute ideas to related parties and as a reference for readers in general, especially academic practitioners.

2. RESEARCH METHODOLOGY

2.1 Decision Support System

Decision support system is an information system that utilizes computers in knowledge and knowledge management that is used to support decision making in an agency or organization. In another sense, it can also be said as a computer system that processes data into information for making decisions in structured and specific problems[12]–[14].

2.2 Covid-19

WHO (World Health Organization) notify that the latest findings in the form of *Coronaviruses*(CoV) is a virus that attacks the respiratory system by causing respiratory infections. This virus is also known as Coronavirus Diseases 2019 (COVID19). The COVID-19 virus causes the common cold to more severe illnesses such as Middle East Respiratory Syndrome (MERS-CoV) and Severe Acute Respiratory Syndrome (SARS-CoV). This COVID-19 virus is a zoonotic type in the sense that it can be transmitted between animals and humans.)[15]. Many sectors have been affected by Covid-19, such as the economic sector, tourism, education, and others. One example of the impact caused in the education sector such as: the online learning process at home, the change in learning media that uses technology such as using Whatsapp Group, Zoom, Google Classroom, Youtube, there are changes in determining the standard of grade promotion and graduation as well as the role of parents as a substitute for teachers in supervising children's learning[16].

2.3 Pre-Employment Card

The Pre-Employment Card is a government program that is used as a liaison between the community and new skills training. In developing human resources (HR) by improvement of work competence for workers/laborers, micro and small business actors as well as in responding to the impacts caused by the Covid-19 pandemic. The job creation committee makes a legal basis in the form of Presidential Regulation of the Republic of Indonesia Number 36 of 2020 concerning Development of Work Competence through the Pre-Employment Card Program which focuses on the informal sector and MSMEs. Indeed, the Pre-Employment Card program is not only intended for people who are looking for work, but also for workers, employees and employees. In short, all Indonesian citizens can get a Pre-Employment Card if they meet several criteria including being an Indonesian citizen, at least 18 years old and not currently undergoing formal education.www.prakerja.go.id). If the registrant is declared to have passed the file selection, then he can take the motivation and basic ability test. For participants who are declared to have passed, they are allowed to take part in the training and get an electronic certificate when the training has been completed. The form of disbursement of coaching money is provided that participants must attend one of the trainings in advance which is intended for further development and self-capitalization after the training. The presence of the Pre-Employment Card program, especially during the Covid-19 pandemic, is expected to be a strategic first step from the Indonesian government based on high concern for the community.[17]–[19].

2.4 The MOORA (Multi Objective Optimization on The) method *Basic of Ratio Analysis*

The Moora method has stages that are easy to understand, the subjective part to be separated from the evaluation process of decision weight criteria with decision attributes. Another definition of Moora (*Multi Objective Optimization on the basis of Ratio Analysis*) is a system multi-objective optimizing multiple conflicting attributes at the same time[20]–[22].

According to research by Laurensia, Yani, Indah (2021) regarding the Priority Decision Support System for Candidates for the Smart Indonesia Program Assistance (PIP) for Elementary School Students Using the Moora Method, it was found that the procedures for the Moora method consisted of several stages, namely:

1. Preparing the Decision Matrix[23]

$$x_{ij} = \begin{bmatrix} x_{11} & x_{12} & \dots & x_{mn} \\ x_{21} & x_{22} & \dots & x_{mn} \\ \dots & \dots & \dots & \dots \\ x_{n1} & x_{n2} & \dots & x_{mn} \end{bmatrix} \quad (1)$$

2. Decision Matrix Normalization

$$x_{ij}^* = \frac{x_{ij}}{\sqrt{\sum_{i=1}^m x_{ij}^2}} \quad (2)$$

3. Determining Optimization Value By Weight

$$y_i^* = - \sum_{j=1}^g w_j x_{ij}^* \sum_{j=g+1}^n w_j x_{ij}^* \quad (3)$$

2.5 Research Stages

In this study there are several stages of research. The stages of the research are:

1. Library Research (*Library Research*), the author collects the data used as effective reference according to the research being conducted.
2. Problem Analysis, the authors analyze the problems that are the subject of discussion, the causes of the problems, and the methods used.
3. Application of the MOORA (Multi Objective Optimization on The) Method *Basic of Ratio Analysis*)
4. Drawing Conclusions, the authors draw conclusions through the stages of research that has been carried out.

From the stages above, it can be described as follows:

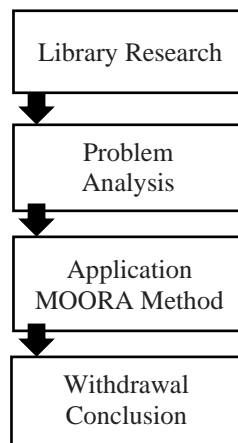


Figure 1. Research Stages

3. RESULTS AND DISCUSSION

3.1 Alternative Determination

The selection of pre-employment card recipients serves to provide assistance to eligible prospective recipients according to predetermined criteria. In order to make the selection more objective and on target, the authors made this study using the ROC method (*Rank Order Centroid*) to produce the required weights in the MOORA method as an alternative ranking. The alternative data of prospective pre-employment card recipients in this study amounted to 7 (seven) candidates as shown in table 1 below:

Table 1. Alternative Data for Pre-Employment Card Recipients

| Alternative | Name of Prospective Pre-Employment Card Recipient |
|-------------|---|
| A1 | Fitri Febriyani |
| A2 | Defi Ernawati |
| A3 | Alima Silalahi |
| A4 | Abdul Jalal |
| A5 | Andri Dwikoputra |
| A6 | Rani Pelupessy |

| Alternative | Name of Prospective Pre-Employment Card Recipient |
|-------------|---|
| A7 | Siti Khomariah |

3.2 Criteria

In determining the prospective recipient of the Pre-Employment Card, there are criteria that must be met as shown in table 2 below:

Table 2. Criteria Data

| Criteria | Information | Weight | Type |
|----------|----------------------------|--------|----------|
| C1 | Age | 0.46 | Cost |
| C2 | Basic Ability Test Results | 0.26 | Benefits |
| C3 | Motivation Test Results | 0.16 | Benefits |
| C4 | The number of dependents | 0.09 | Benefits |
| C5 | Wages | 0.04 | Benefits |

Description of the criteria in table 2:

- Age : Minimum 18 years old
- Basic Ability Test Results & Motivation Test : The percentage of correct answers is at least 60% of the total questions
- The number of dependents : Number of children covered
- Wages : Income below the Regional Minimum Wage (UMR)

Selection of prospective pre-employment card recipients who have the criteria as a requirement for receiving the application. The weighting of importance in each criterion uses the ROC method (*Rank Order Centroid*) which is a method to get the weight value needed in ranking the decision support system. In the weighting stage of the ROC . method (*Rank Order Centroid*) make the first criterion more important than the second, third, and so on [24]–[26].

Table 3. Criteria Data

| Alternative | Age (C1) | Basic Ability Test Results (C2) | Motivation Test Results (C3) | Number of Dependents (C4) | Salary (C5) |
|-------------|----------|---------------------------------|------------------------------|---------------------------|-------------|
| A1 | 25 | Enough | Enough | 3 | 1800000 |
| A2 | 35 | Well | Not enough | 3 | 2500000 |
| A3 | 28 | Not enough | Well | 2 | 2000000 |
| A4 | 40 | Enough | Very good | 4 | 1600000 |
| A5 | 36 | Very good | Well | 2 | 1500000 |
| A6 | 19 | Not enough | Enough | 1 | 1000000 |
| A7 | 23 | Enough | Not enough | 2 | 1200000 |

Table 3 above shows the existence of linguistic type data, such as Very Good, Good, Enough, and Less Good, therefore it is necessary to weight it first in order to get a numerical value as in table 4 below:

Table 4. Linguistic Data Weight

| Information | Mark |
|-------------|------|
| Very good | 4 |
| Well | 3 |
| Enough | 2 |
| Not enough | 1 |

The criteria contained in C2 and C3 after weighting will look like table 5 below:

Table 5. Match Rating After Weighting

| Alternative | C1 | C2 | C3 | C4 | C5 |
|-------------|----|----|----|----|---------|
| A1 | 25 | 2 | 1 | 3 | 1800000 |
| A2 | 35 | 3 | 1 | 3 | 2500000 |
| A3 | 28 | 1 | 3 | 2 | 2000000 |
| A4 | 40 | 2 | 4 | 4 | 1600000 |
| A5 | 36 | 4 | 3 | 2 | 1500000 |
| A6 | 19 | 1 | 2 | 1 | 1000000 |
| A7 | 23 | 2 | 1 | 2 | 1200000 |

3.3 Determination of the MOORA Method

The following are the processing steps to the match rating data using the MOORA (Multi Objective Optimization on The) method *Basic of Ratio Analysis*:

1. Preparing the Decision Matrix

Table 6. Decision Matrix

$$x_{ij} = \begin{pmatrix} 25 & 2 & 1 & 3 & 1800000 \\ 35 & 3 & 1 & 3 & 2500000 \\ 28 & 1 & 3 & 2 & 2000000 \\ 40 & 2 & 4 & 4 & 1600000 \\ 36 & 4 & 3 & 2 & 1500000 \\ 19 & 1 & 2 & 1 & 1000000 \\ 23 & 2 & 1 & 2 & 1200000 \end{pmatrix}$$

2. Decision Matrix Normalization

For Criterion C1 (Age)

$$x_{1,1}^* = \frac{25}{\sqrt{25^2+35^2+28^2+40^2+36^2+19^2+23^2}} = 0.312 \frac{25}{80.124}$$

$$x_{2,1}^* = \frac{35}{\sqrt{25^2+35^2+28^2+40^2+36^2+19^2+23^2}} = 0.436 \frac{35}{80.124}$$

$$x_{3,1}^* = \frac{28}{\sqrt{25^2+35^2+28^2+40^2+36^2+19^2+23^2}} = 0.349 \frac{28}{80.124}$$

$$x_{4,1}^* = \frac{40}{\sqrt{25^2+35^2+28^2+40^2+36^2+19^2+23^2}} = 0.499 \frac{40}{80.124}$$

$$x_{5,1}^* = \frac{36}{\sqrt{25^2+35^2+28^2+40^2+36^2+19^2+23^2}} = 0.449 \frac{36}{80.124}$$

$$x_{6,1}^* = \frac{19}{\sqrt{25^2+35^2+28^2+40^2+36^2+19^2+23^2}} = 0.237 \frac{19}{80.124}$$

$$x_{7,1}^* = \frac{23}{\sqrt{25^2+35^2+28^2+40^2+36^2+19^2+23^2}} = 0.287 \frac{23}{80.124}$$

For Criterion C2 (Basic Ability Test Results)

$$x_{1,2}^* = \frac{2}{\sqrt{2^2+3^2+1^2+2^2+4^2+1^2+2^2}} = 0.320 \frac{2}{6.244}$$

$$x_{2,2}^* = \frac{3}{\sqrt{2^2+3^2+1^2+2^2+4^2+1^2+2^2}} = 0.480 \frac{3}{6.244}$$

$$x_{3,2}^* = \frac{1}{\sqrt{2^2+3^2+1^2+2^2+4^2+1^2+2^2}} = 0.160 \frac{1}{6.244}$$

$$x_{4,2}^* = \frac{2}{\sqrt{2^2+3^2+1^2+2^2+4^2+1^2+2^2}} = 0.320 \frac{2}{6.244}$$

$$x_{5,2}^* = \frac{4}{\sqrt{2^2+3^2+1^2+2^2+4^2+1^2+2^2}} = 0.640 \frac{4}{6.244}$$

$$x_{6,2}^* = \frac{1}{\sqrt{2^2+3^2+1^2+2^2+4^2+1^2+2^2}} = 0.160 \frac{1}{6.244}$$

$$x_{7,2}^* = \frac{2}{\sqrt{2^2+3^2+1^2+2^2+4^2+1^2+2^2}} = 0.320 \frac{2}{6.244}$$

For Criterion C3 (Motivation Test Results)

$$x_{1,3}^* = \frac{1}{\sqrt{1^2+1^2+3^2+4^2+3^2+2^2+1^2}} = 0.156 \frac{1}{6.403}$$

$$x_{2,3}^* = \frac{1}{\sqrt{1^2+1^2+3^2+4^2+3^2+2^2+1^2}} = 0.156 \frac{1}{6.403}$$

$$x_{3,3}^* = \frac{3}{\sqrt{1^2+1^2+3^2+4^2+3^2+2^2+1^2}} = 0.468 \frac{3}{6.403}$$

$$x_{4,3}^* = \frac{4}{\sqrt{1^2+1^2+3^2+4^2+3^2+2^2+1^2}} = 0.624 \frac{4}{6.403}$$

$$x_{5,3}^* = \frac{3}{\sqrt{1^2+1^2+3^2+4^2+3^2+2^2+1^2}} = 0.468 \frac{3}{6.403}$$

$$x_{6,3}^* = \frac{2}{\sqrt{1^2+1^2+3^2+4^2+3^2+2^2+1^2}} = 0.312 \frac{2}{6.403}$$

$$x_{7,3}^* = \frac{1}{\sqrt{1^2+1^2+3^2+4^2+3^2+2^2+1^2}} = 0.156 \frac{1}{6.403}$$

For Criterion C4 (Number of Dependents)

$$x_{1,4}^* = \frac{3}{\sqrt{3^2+3^2+2^2+4^2+2^2+1^2+2^2}} = 0.437 \frac{3}{6.855}$$

$$x_{2,4}^* = \frac{3}{\sqrt{3^2+3^2+2^2+4^2+2^2+1^2+2^2}} = 0.437 \frac{3}{6.855}$$

$$x_{3,4}^* = \frac{2}{\sqrt{3^2+3^2+2^2+4^2+2^2+1^2+2^2}} = 0.291 \frac{2}{6.855}$$

$$x_{4,4}^* = \frac{4}{\sqrt{[3^2+3^2+2^2+4^2+2^2+1^2+2^2]}} = 0.583 \frac{4}{6.855}$$

$$x_{5,4}^* = \frac{2}{\sqrt{[3^2+3^2+2^2+4^2+2^2+1^2+2^2]}} = 0.291 \frac{2}{6.855}$$

$$x_{6,4}^* = \frac{1}{\sqrt{[3^2+3^2+2^2+4^2+2^2+1^2+2^2]}} = 0.145 \frac{1}{6.855}$$

$$x_{7,4}^* = \frac{2}{\sqrt{[3^2+3^2+2^2+4^2+2^2+1^2+2^2]}} = 0.291 \frac{2}{6.855}$$

For Criterion C5 (Salary)

$$x_{1,5}^* = \frac{1800000}{\sqrt{[1800000^2+2500000^2+2000000^2+1600000^2+1500000^2+1000000^2+1200000^2]}} = 0.395 \frac{1800000}{4554119.014}$$

$$x_{2,5}^* = \frac{2500000}{\sqrt{[1800000^2+2500000^2+2000000^2+1600000^2+1500000^2+1000000^2+1200000^2]}} = 0.548 \frac{2500000}{4554119.014}$$

$$x_{3,5}^* = \frac{2000000}{\sqrt{[1800000^2+2500000^2+2000000^2+1600000^2+1500000^2+1000000^2+1200000^2]}} = 0.439 \frac{2000000}{4554119.014}$$

$$x_{4,5}^* = \frac{1600000}{\sqrt{[1800000^2+2500000^2+2000000^2+1600000^2+1500000^2+1000000^2+1200000^2]}} = 0.351 \frac{1600000}{4554119.014}$$

$$x_{5,5}^* = \frac{1500000}{\sqrt{[1800000^2+2500000^2+2000000^2+1600000^2+1500000^2+1000000^2+1200000^2]}} = 0.329 \frac{1500000}{4554119.014}$$

$$x_{6,5}^* = \frac{1000000}{\sqrt{[1800000^2+2500000^2+2000000^2+1600000^2+1500000^2+1000000^2+1200000^2]}} = 0.219 \frac{1000000}{4554119.014}$$

$$x_{7,5}^* = \frac{1200000}{\sqrt{[1800000^2+2500000^2+2000000^2+1600000^2+1500000^2+1000000^2+1200000^2]}} = 0.263 \frac{1200000}{4554119.014}$$

The results obtained from the above calculations produce a normalized matrix as shown in table 7 below: x_{ij}^*

Table 7. Normalized Matrix Results

$$x_{ij}^* = \begin{pmatrix} 0.312 & 0.320 & 0.156 & 0.437 & 0.395 \\ 0.436 & 0.480 & 0.156 & 0.437 & 0.548 \\ 0.349 & 0.160 & 0.468 & 0.291 & 0.439 \\ 0.499 & 0.320 & 0.624 & 0.583 & 0.351 \\ 0.449 & 0.640 & 0.468 & 0.291 & 0.329 \\ 0.237 & 0.160 & 0.312 & 0.145 & 0.219 \\ 0.287 & 0.320 & 0.156 & 0.291 & 0.263 \end{pmatrix}$$

3. Determining Optimization Value By Weight

$$y_1^* = (0.26*0.320)+(0.16*0.156)+(0.09*0.437)+(0.04*0.395)-(0.46*0.312) = 0.01977$$

$$y_2^* = (0.26*0.480)+(0.16*0.156)+(0.09*0.437)+(0.04*0.395)-(0.46*0.436) = 0.00433$$

$$y_3^* = (0.26*0.160)+(0.16*0.468)+(0.09*0.291)+(0.04*0.439)-(0.46*0.439) = 0.00031$$

$$y_4^* = (0.26*0.320)+(0.16*0.624)+(0.09*0.583)+(0.04*0.351)-(0.46*0.499) = 0.02001$$

$$y_5^* = (0.26*0.640)+(0.16*0.468)+(0.09*0.291)+(0.04*0.329)-(0.46*0.449) = 0.07409$$

$$y_6^* = (0.26*0.160)+(0.16*0.312)+(0.09*0.145)+(0.04*0.219)-(0.46*0.237) = 0.00431$$

$$y_7^* = (0.26*0.320)+(0.16*0.156)+(0.09*0.291)+(0.04*0.263)-(0.46*0.287) = 0.01285$$

The final result of calculating the optimization value by including the weights will look like table 8 below:

Table 8. Optimization Value(y_i^*)

| Alternative | Name | Mark y_i^* | Rating |
|-------------|------------------|--------------|--------|
| A1 | Fitri Febriyani | 0.01977 | 3 |
| A2 | Defi Ernawati | 0.00433 | 5 |
| A3 | Alima Silalahi | 0.00031 | 7 |
| A4 | Abdul Jalal | 0.02001 | 2 |
| A5 | Andri Dwikoputra | 0.07409 | 1 |
| A6 | Rani Pelupessy | 0.00431 | 6 |
| A7 | Siti Khomariah | 0.01285 | 4 |

According to the test results of the seven prospective Pre-Employment Card recipients, it was concluded that the best alternative deemed worthy of being the Pre-Employment Card recipient was Andri Dwikoputra with an optimization value of 0.07409.

4. CONCLUSION

From the results of research and testing, it can be concluded that the MOORA (Multi Objective Optimization on The Basic of Ratio Analysis) These are used in the process of receiving the Pre-Employment Card. The application of the MOORA method to the Decision Support System can be used as a tool in determining prospective pre-employment card

recipients. In this case, the factors that affect the results in receiving the Pre-Employment Card using the MOORA method obtain the largest optimization value which produces the best alternative as the first rank.

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