# ACCEPTANCE OF NEW MAKSA ADVENTURE COMMUNITY MEMBERS USING THE PROFILE MATCHING METHOD

**Deni Juhana[1), After Valentine Duarisah[2), Muhammad Arif Saputra[3), Shobari Irawan[4),
Hafni Mahligai Ramadhani[5), Nur Khoeruddin[6)**

[1,2,3,4,5,6]*Information System, Telkom Purwokerto Institute of Technology*
[1,2,3,4,5,6]*Jl. DI Panjaitan No. 128, Purwokerto*
*Email:*[1]*19103094@ittelkom-pwt.ac.id,*[2]*19103111@ittelkom-pwt.ac.id,* [3]*19104012@ittelkom-pwt.ac.id*
*,*[4]*19103158@ittelkom-pwt.ac.id ,* [5]*20103034@ittelkom-pwt.ac.id ,*[6]*20103065@ittelkom-pwt.ac.id*

**Abstract**

*Acceptance and selection of new members of the Organization is something that needs to be determined according to quality. In terms of determining prospective new members, a lot of consideration is needed and it is difficult to determine who will be elected. Acceptance of members is a routine activity carried out by the organization, including the Maksa Adventure community. Profile matching itself is a decision-making mechanism with the assumption that there are ideal predictor variables that must be owned by applicants, not the minimum level that must be met or passed. To carry out the process of selecting the best Members by using the profile matching method which can assist the Organization in solving the problems it faces and getting the right decision. From the several steps that have been implemented using the profile matching method, the result is the right decision and as expected, namely the management can select the best members who will later become permanent members of Maksa Adventure. The steps in carrying out decision support using the profile matching method are first to assess the criteria for the Maksa Adventure community, then by determining the range and weight of the criteria obtained, after obtaining the conditional value, then look for the standard competency value, then you can look for the gap value by looking at the provisions of the available weighting table. , then determine the core factors such as interviews, equipment, experience by means of NC/IC and second factors such as public speaking by means of NS/IS, after obtaining determine the calculation of the total value by means of (x)% NCF +(x)% NSF, then do ranking to determine the best value to support a decision, this ranking process is a continuation step of the process of calculating the total value, because in this study only used four criteria in processing the data, and did not use other criteria, the ranking percentage calculation was not carried out by looking at the results of the total value that has been calculated before. The Decision Support System for Admission and Selection of Members of Organizations can be used as a guideline for organizations in handling the process of accepting new members. In the acceptance stage of the Journal of Acceptance of New Members of the Maksa Adventure Community with a Total Member Value of 1 obtained at 4.8.*

**Keyword:***organization, profile matching, core factor, secondary factor, decision support system.*

## 1. INTRODUCING

Nature lovers are indeed an arena for channeling hobbies and free time for a number of people who have a love for activities that take place in nature such as mountain climbing, forest reforestation and other natural activities. being a nature lover must have large capital including physical health, because this can support activities during climbing exploring the forest, the second is a strong mentality, a nature lover if he does not have a strong mentality will avoid the challenges that occur during exploration, and finally is a skill, apart from being healthy and having a strong mentality, a nature lover is required to be skilled in exploring nature, so that he can help a nature lover survive in the great outdoors.

Force Adventure is a forum for young nature lovers. Nature lovers are two words that may always be a question mark for everyone, because nature lovers themselves contain very broad meanings that give rise to various meanings for each group, group, and even each individual. Nature lovers start from Love means liking, admiring, and loving. The lover here is the person or "perpetrator", while nature is the object or "victim". So nature lovers mean people who like, admire, and love nature. Different views, different meanings of nature lovers which make their understanding very broad[1].

According to Kusrini, "The purpose of profile matching is a decision-making mechanism by assuming that there is an ideal level of predictor variables that applicants must have, not a minimum level that must be met or passed." In profile matching, we identify groups of good and bad employees. The employees in the group are measured using several assessment criteria. From these criteria will produce value and will produce employees who are in the good category.

In determining prospective new members, a lot of consideration is needed and it is difficult to determine who will be elected. This research was conducted to help provide a forum for nature lovers in the Bogor area, and to help select new members from the Maksa Adventure community which aims to find the best potential members to be recruited by the Maksa Adventure community.

# 2. RESEARCH METHODS

## 2.1 Organization

Organization is a system of formal association, structured and coordinated from a group of people who work together in achieving certain goals which is a rational coordination of the activities of a number of people to achieve some common goals through the division of work and functions through a hierarchy of authority and responsibility. For this reason, organizations have certain characteristics, namely having a structure, goals are interconnected with one another and relying on human communication to coordinate activities within the organization.[2].

Organizational goals that are generally used as the goals of organizational development are:

a) Increase the independence and ability of the resources they have
b) A platform used for individuals who really want to have positions, awards and a clear division of labor
c) Container to have control and power
d) Helping every individual in it so that they can increase their association and make optimal and useful use of free time
e) A place that helps to make profits together with well-divided cooperation

## 2.2 Decision Support System

Basically SPK is a further development of a computerized Management Information System (MIS) which is designed in such a way that it is interactive with the user with the aim of facilitating integration between various components.[3]. In the decision-making process, such as procedures, policies, analysis, experience and insight of managers to make better decisions[4]. SPK is a system built to solve various managerial or organizational problems designed to develop the effectiveness and productivity of managers to solve problems with the help of computer technology.[5].
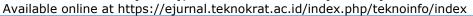
Another thing that needs to be understood is that SPK is not to replace the manager's job, but only as a consideration for managers to make a final decision[6]. SPK can consist of three main subsystems that determine the technical capability of SPK, namely the Database Management subsystem, the Model Base Management subsystem.[7]The characteristics that must be considered in selecting criteria for each decision-making problem are:

a) Complete, so that it can cover all important aspects of the problem,
b) Operational, so that it can be used in analysis,
c) Not excessive, so as to avoid repeated calculations, and
d) Minimum, in order to make the problem more comprehensive.

## 2.3 Profile Matching Method

Profile matching is a decision-making mechanism with the assumption that there are ideal predictor variables that must be owned by applicants, not the minimum level that must be met or passed.[8]. To carry out the process of selecting the best Members using the profile matching method which can assist the Organization in solving the problems it faces and getting the right decision[9]. From the several steps that have been implemented using the profile matching method, the result is the right decision and as expected, namely the management can choose the best member who will later become a permanent member of Maksa Adventure[10]. One alternative in the selection of employees to get a promotion is the profile matching method. This is obtained from an assessment carried out by the immediate supervisor which will provide valid data[11]. In the profile matching process, broadly speaking, it is a process of comparing individual

competencies to job competencies so that differences in competence can be identified, the smaller the resulting gap, the greater the weight of the value, which means that employees who occupy that position have greater opportunities.[12].

Research Flow



Figure 3.1 Research Flow

### 2.4 Conduct research

Research is defined as a process of collecting and analyzing data that is carried out systematically and logically to achieve certain goals. Data collection and analysis uses the Profile Matching method to select prospective members of the Maksa Adventure Community.

### 2.5 Data collection

The data collection method that we used as research material was by using several methods including: First Interview, in this method the author conducted interviews with company leaders to obtain the data needed as research material, secondly Observation, in this method the author carried out directly observing the method of evaluating salesmen by company leaders, the three Literature Studies, in this method the author does this by taking reference materials from books, journals and other references related to research materials.

### 2.6 Calculation of Data With Profile Matching

The following are the steps in performing the calculation:
   a) Find the gap value
   b) weighting
   c) Look for the value of the core factor and second factor
   d) Calculation of the total value
   e) Ranking

### 2.7 Conclusions and recommendations

After doing calculations using Profile Matching, conclusions and suggestions are made. This conclusion is to conclude the decision support system that we use to recruit new members of the Maksa Adventure Community. Suggestions for the future so that we can improve the decision support system for the recruitment of new members.

## 3. RESULTS AND DISCUSSION

The Maksa Adventure Community is planning to accept new members, given the following data:

Table 4.1 Research Data

| Alternative | Interview | Equipment | Experience | Public Speaking |
|---|---|---|---|---|
| Member 1 | 85 | 95 | 85 | 92 |
| Member 2 | 90 | 90 | 85 | 93 |
| Member 3 | 85 | 92 | 92 | 80 |
| Member 4 | 88 | 90 | 85 | 85 |
| Member 5 | 84 | 92 | 88 | 80 |
| Member 6 | 92 | 95 | 80 | 92 |
| Member 7 | 88 | 85 | 82 | 85 |

Under the condition:

Table 4.2 Research Terms

| Criteria | Range | Weight |
|---|---|---|
| Public Speaking | < 60 | 1 |
| Experience | 60 - 70 | 2 |
| Equipment | 71 - 80 | 3 |
| Interview | 81 - 90 | 4 |
| | 91 - 100 | 5 |

**Standard competency value**

Table 4.3 Standard Competency

| Interview | Equipment | Experience | Public Speaking |
|---|---|---|---|
| 4 | 5 | 4 | 4 |

**Find the gap value**

Table 4.4 GAP Value

| Alternative | Interview | Equipment | Experience | Public Speaking |
|---|---|---|---|---|
| Member 1 | 4 | 5 | 4 | 5 |
| Member 2 | 4 | 4 | 4 | 5 |
| Member 3 | 4 | 5 | 5 | 3 |
| Member 4 | 4 | 4 | 4 | 4 |
| Member 5 | 4 | 5 | 4 | 3 |
| Member 6 | 5 | 5 | 3 | 5 |
| Member 7 | 4 | 4 | 4 | 4 |
| Standard Value | 4 | 5 | 4 | 4 |
| Member 1 | 0 | 0 | 0 | 1 |
| Member 2 | 0 | -1 | 0 | 1 |
| Member 3 | 0 | 0 | 1 | -1 |
| Member 4 | 0 | -1 | 0 | 0 |
| Member 5 | 0 | 0 | 0 | -1 |
| Member 6 | 1 | 0 | -1 | 1 |
| Member 7 | 0 | -1 | 0 | 0 |

**Weighting table :**

Table 4.5 Weighting Provisions

| No | Difference | Value Weight | Information |
|---|---|---|---|
| 1 | 0 | 5 | There is no difference |
| 2 | 1 | 4,5 | Individual competence excess of 1 level / level |
| 3 | -1 | 4 | Individual competence lacks 1 level/level |
| 4 | 2 | 3,5 | Individual competency excess of 2 levels/level |
| 5 | -2 | 3 | Individual competence lacks 2 levels/levels |
| 6 | 3 | 2,5 | Individual competence excess 3 levels / levels |
| 7 | -3 | 2 | Individual competence lacks 3 levels/levels |
| 8 | 4 | 1.5 | Individual competence excess 4 levels / levels |
| 9 | -4 | 1 | Individual competence lacks 4 levels/levels |

**If weighting is done:**

Table 4.6 Weighting Results

| Alternative | Interview | Equipment | Experience | Public Speaking |
|---|---|---|---|---|
| Member 1 | 0 | 0 | 0 | 1 |
| Member 2 | 0 | -1 | 0 | 1 |
| Member 3 | 0 | 0 | 1 | -1 |
| Member 4 | 0 | -1 | 0 | 0 |
| Member 5 | 0 | 0 | 0 | -1 |
| Member 6 | 1 | 0 | -1 | 1 |
| Member 7 | 0 | -1 | 0 | 0 |
| Conversion | | | | |
| Member 1 | 5 | 5 | 5 | 4,5 |
| Member 2 | 5 | 4 | 5 | 4,5 |
| Member 3 | 5 | 5 | 4,5 | 4 |
| Member 4 | 5 | 4 | 5 | 5 |
| Member 5 | 5 | 5 | 5 | 4 |
| Member 6 | 4,5 | 5 | 4 | 4,5 |
| Member 7 | 5 | 4 | 5 | 5 |

Core factors: Interview, Equipment, Experience

Second factor: Public Speaking

**Core Factor Calculation**

NCF = $\sum$NC / $\sum$IC
Information :
NCF = average core factor
NC = core factor value
IC = number of member 1 core factor
items
NCF = (5+5+5) /3 = 5
Member 2
NCF = (5+4+5) /3 = 4.66
Member 3
NCF = (5+5+4.5) /3 = 4.83
Member 4
NCF = (5+4+5) /3 = 4.66
Member 5
NCF = (5+5+5) /3 = 5
Member 6
NCF = (4.5+5+4) /3 = 4.5

Member 7
NCF = (5+4+5) /3 = 4.66

## Second Factor Calculation

NSF = ∑NS / ∑IS
Information :
NSF = average second factor NS =
second factor value
IS = number of items second factor
Member 1
NSF = 4.5/1 = 4.5
Member 2
NSF = 4.5/1 = 4.5
Member 3 NSF = 4/1 = 4
Member 4 NSF = 5/1 = 5
Member 5 NSF = 4/1 = 4
Member 6
NSF = 4.5/1 = 4.5
Member 7 NSF = 5/1 = 5

## Calculation of Total Value

NT = (x)%NCF + (x)%NSF
Provision:
NT = total alternative/variable value
(x) % = percent value entered / known weight NCF = average core
factor value
NSF = the average value of the second factor
Member 1
NT = (60%)* 5 + (40%)* 4.5 = 3 + 1.8 = 4.8
Member 2

NT = (60%)* 4.66 + (40%)* 4.5 = 2.79 + 1.8 = 4.59
Member 3
NT = (60%)* 4.83 + (40%)* 4 = 2.89 + 1.6 = 4.49
Member 4
NT = (60%)* 4.66 + (40%)* 5 = 2.79 + 2 = 4.79
Member 5
NT = (60%)* 5 + (40%)* 4 = 3 + 1.6 = 4.6
Member 6
NT = (60%)* 4.5 + (40%)* 4.5 = 2.7 + 1.8 = 4.5
Member 7
NT = (60%)* 4.66 + (40%)* 5 = 2.79 + 2 = 4.79

## Ranking

This ranking process is a continuation step of the total score calculation process, because in this study only used four criteria in processing the data, and did not use other criteria, the ranking percentage was not calculated by looking at the results of the total value that had been calculated previously.
The data obtained are as follows:
**NT Member 1 = 4.8**
NT Member 4 = 4.79
NT Member 7 = 4.79
NT Member 5 = 4.6
NT Member 2 = 4.59

NT Member 6 = 4.5

NT Member 3 = 4.49

Member 1 will be accepted as a new member of the Maksa Adventure Community with the highest total score of 4.8 then in the second and third positions followed by members 4 and member 7 with the same total score of 4.79 then in fourth position followed by member 5 with a total score of 4 .6 then in fifth position followed by member 2 with a total score of 4.59 then in sixth position followed by member 6 with a total score of 4.5 then in the last position namely member 3 with a total score of 4.49

## 4. CONCLUSION

This research is the implementation of the Profile Matching method for the selection of New Members for the Maksa Adventure Community. The implementation of the Profile Matching method uses input in the form of data on the criteria values for new Member candidates. These criteria values will be used as individual profile weights to find the final score in the Profile Matching calculation process. Conducting research is defined as a process of collecting and analyzing data that is carried out systematically and logically to achieve certain goals. Data collection and analysis uses the Profile Matching method to select prospective members of the Maksa Adventure Community. The data collection that we did as material for this research was by using several methods including: First Interview, Suggestions for the future in order to improve the decision support system for the recruitment of new members. The process of selecting the best Members using the profile matching method can assist the Organization in solving the problems it faces and getting the right decisions. From the several steps that have been implemented using the profile matching method, the result is the right decision and as expected. The final score obtained for each prospective member will be used as a reference material to determine the results of the acceptance of new members and the results of the division placement stage. In the acceptance stage of the Journal of Acceptance of New Members of the Maksa Adventure Community with a Total Member Value of 1 obtained at 4.8. Whereas in the interview and public speaking stages, scores were obtained with each Core Factor and Secondary Factor percentage weight of 5 and 4.5. The implementation of the Profile Matching method for selecting new members for the Admission of New Members of the Maksa Adventure Community has achieved quite good results according to the design.

## THANK-YOU NOTE

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