

ABSTRAK

PT. SEMEN INDONESIA (Persero) Tbk yang berlokasi di Gresik Jawa Timur, merupakan salah satu produsen semen yang terbesar di Indonesia. Dalam menjalankan bisnisnya perusahaan berfokus pada proses produksinya dimana untuk keperluan lain diluar kegiatan utama proses produksi diserahkan kepada pihak lain seperti kebutuhan tenaga kerja tambahan yang didapatkan melalui *supplier* jasa *outsourcing*. Dalam hal ini untuk menangani hal tersebut, PT. Semen Indonesia merekrut tenaga kerja *outsourcing* melalui seksi pengadaan dan pengelolaan persediaan. Untuk membantu mengatasi permasalahan pemilihan tenaga kerja *outsourcing* tersebut digunakan metode Electre dan software Electre III-IV. Metode ini dipilih karena dalam perhitungannya dapat menggunakan data kriteria pada periode sebelumnya untuk dibandingkan dengan alternatif lain yang sewaktu-waktu dapat berubah, hal ini sesuai dengan kondisi perusahaan yang tiap tahunnya menerima penawaran tenaga kerja dari berbagai pihak penyedia jasa tenaga kerja *outsourcing* yang berbeda. Hasil dari penggunaan metode Electre ini menghasilkan tujuh kriteria pemilihan *supplier* meliputi kualitas, jadwal, fasilitas dan ketrampilan, harga, pemenuhan pelaksanaan, kemampuan persiapan, dan catatan hubungan tenaga kerja. Dari hasil perhitungan angka dan software Electre didapatkan keputusan alternatif 7 (*supplier* TSI) merupakan alternatif terbaik sebagai solusi pemilihan *supplier* tenaga kerja di PT. Semen Indonesia-Gresik.

Kata kunci : *Outsourcing, Electre, MADM, Supplier, software Electre III-IV.*

ABSTRACT

PT. SEMEN INDONESIA (Persero) Tbk, which is located in Gresik, East Java, is one of the largest cement producers in Indonesia. In conducting its business the company focused on the production process which for other purposes outside of the main activities of the production process is handed over to other parties such as the need additional manpower obtained through the outsourcing service supplier. In this case to deal with this, PT. Indonesian cement recruit outsourcing labor through procurement and supply management section. To help address the problem of the election of labor outsourcing and software used method Electre and software Electre III-IV. This method was chosen because the calculation criteria can use the data in the previous period to be compared with the new alternatif that can change at any time, this is in accordance with the conditions of the company that annually receive employment offers from various service providers of different outsourcing labor. Results from the use of this method resulted in seven ELECTRE supplier selection criteria include quality, schedule, facilities and skills, pricing, fulfillment of implementation, the ability of the preparation, and catataan labor relations. From the results of numerical computation and software ELECTRE obtained alternative decisions 7 (supplier TSI) is the best alternative as a solution supplier selection workforce in PT. Semen Indonesia-Gresik.

Keywords: Outsourcing, ELECTRE, MADM, Supplier, software ELECTRE III-IV.