PEMILIHAN PEGAWAI AKADEMIK DI IPTA MELALUI KAEDAH PEMBUATAN KEPUTUSAN PELBAGAI KRITERIA: SATU KAJIAN KES DI UNIVERSITI MALAYA

(Academic Staff Selection in PHEI Through Multi Criteria Decision Making Method: A Case Study at University of Malaya)

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ABSTRAK

Kajian ini bertujuan untuk menentukan kriteria dan sub-kriteria yang dipertimbangkan oleh pembuat keputusan semasa proses pemilihan ahli akademik peringkat pertama (Gred DS 45) dijalankan di Universiti Malaya. Penyusunan kriteria dan sub-kriteria mengikut keutamaan nilai pemberat serta perbandingan antara pandangan pembuat keputusan bagi fakulti yang berlainan juga telah dilakukan dalam kajian ini. Kaedah borang soal selidik telah digunakan untuk mengumpul data. Nilai pemberat bagi setiap kriteria dan sub-kriteria yang dikaji telah dikira dengan menggunakan Teknik Sentroid Tertib Pangkat (STP). Hasil analisis menunjukkan bahawa kriteria kelayakan akademik (0.4030) merupakan kriteria yang paling diutamakan oleh pembuat keputusan semasa menilai seseorang calon. Diikuti dengan kriteria penyelidikan (0.2030), kriteria kemahiran / kebolehan (0.1511), kriteria pengalaman bekerja (0.1442) dan kriteria personaliti (0.0988).

Kata kunci: Pembuatan keputusan pelbagai kriteria; kriteria pemilihan pensyarah; sentroid tertib pangkat

ABSTRACT

The purpose of this study is to determine the criteria and subcriteria that are being considered for the first level academic staff selection (Grade DS 45) in University of Malaya. This study also aimed to rank the criteria and subcriteria based on the weight value for each of the criteria and subcriteria. A comparison among the important criteria is done for each faculty. Questionnaires were distributed to collect the data. Rank Order Centroid technique is used to calculate the weight value for each criteria and subcriteria. The results show that academic qualification is the most important criteria (0.4030), followed by research criteria (0.2030), skill / ability (0.1511), work experience (0.1442) and personality (0.0988).

Keywords: Multi criteria decision making; selection criteria for lecturer; rank order centroid

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