

PEMBUATAN KEPUTUSAN MULTI-KRITERIA UNTUK KENAIKAN PANGKAT KAKITANGAN AKADEMIK DI INSTITUSI PENGAJIAN TINGGI AWAM

KHAIRUL ANUAR MOHD ALI & WAN SALMUNI WAN MUSTAFFA

ABSTRAK

Isu kenaikan pangkat bagi kakitangan akademik di Institusi Pengajian Tinggi (IPT) merupakan satu perkara yang sangat mencabar dan sering menimbulkan kontroversi. Kajian ini membincangkan pembuatan keputusan untuk kenaikan pangkat bagi kakitangan akademik di Institusi Pendidikan Tinggi Awam dengan menggunakan Teknik Proses Hierarki Analisis (PHA). Teknik PHA telah digunakan bagi menentukan keutamaan kepentingan (pemberat) terhadap komponen serta kriteria-kriteria untuk kenaikan pangkat kakitangan akademik. Kriteria-kriteria telah dibina berdasarkan 4 komponen iaitu Penyelidikan dan Penerbitan, Pengajaran, Perkhidmatan dan Keperibadian. Data dianalisis dengan menggunakan 3 prinsip dalam teknik PHA iaitu pembinaan hierarki, pertimbangan perbandingan relatif dan sintesis prioriti. Hasil kajian mendapati komponen terpenting semasa pertimbangan untuk kenaikan pangkat yang dilakukan oleh pembuat keputusan adalah komponen Penyelidikan dan Penerbitan dengan nilai pemberat tertinggi (0.3919). Nilai kekonsistenan adalah diantara (0.000) hingga (0.0144).

Kata kunci: Kualiti; Sistem Ganjaran; Proses Hierarki Analisis (PHA); Pendidikan Tinggi

ABSTRACT

The issue of academic staff promotion in Higher Educational Institution (HEI) is very challenging and always gives rise to controversy. This research discusses the academic staff promotion in Public Institution of Higher Learning by using Analytic Hierarchy Process (AHP) technique. AHP technique is used to determine and obtain the priorities of importance (weights) to the component and criteria for academic staff promotion. The criteria developed will cover 4 major components which consist of Research and Publications, Teaching, Services and Personality. The data was analyzed based on three principles in AHP technique: the principle of constructing hierarchies, the principle of relative comparison and the principle of synthesizing priorities. The study found that the most important components in deciding academic staff promotion are Research and Publications with a weightage of (0.3919). The range of consistency value is between (0.0000) and (0.0114).

Keywords: Quality; Award Systems; Analytical Hierarchy Process (AHP); Higher Education

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*Program Peningkatan Kualiti dan Produktiviti
Pusat Pengajian Sains Matematik
Fakulti Sains dan Teknologi
University Kebangsaan Malaysia
43650 UKM Bangi, Selangor
MALAYSIA
Mel-e: kabma@ukm.my**