

ISBN :



CONFERENCE PROGRAMS AND ABSTRACT

**ADVANCING SUSTAINABLE SCIENCE AND TECHNOLOGY
THROUGH EFFECTIVE COLLABORATION**

OCTOBER 20-21, 2021

**Palembang, Province of South Sumatera
Indonesia**

Organized By :



FOREWORD FROM GENERAL CHAIR 5th FIRST 2021 INTERNATIONAL CONFERENCE



Assalamu'alaikum wr wb,

Alhamdulillahirrobbil 'alamin, Thank to the God, almighty, due to His bless and love, we are granted good health and opportunity so that we can meet here in the event of the 5th FIRST and the 3rd SNAPTEKMAS 2021.

The honorable keynote speakers of the 5th FIRST and the 3rd SNAPTEKMAS 2021

Dra. Nana Yuliana, MA., Ph.D., as The Indonesian LBBP Ambassador for the Republic of Cuba, concurrently with the Commonwealth of the Bahamas, Jamaica, the Dominican Republic and Haiti

Prof. Ramaraj Boopathy. from U Alcee Fortier Distinguished Service Professor of Biological Sciences At the Nicholls State University, USA

Dr. Ing. Ahmad Taqwa, the Director of State Polytechnic of Sriwijaya.

The honourable keynote speakers, distinguished guests, all participants, ladies and gentlemen,

For the beginning of my speech, let me welcome all of you with my great warm hug. It is a great honor for me that you choose the 5th FIRST and the 3rd SNAPTEKMAS 2021 as your conference. I am so proud that the authors still become enthusiastic to develop the knowledge although in this pandemic situation. Let us still work hard to support the development of the world through the research, science, and technology in many parts of the knowledge, as what has been purposed by the FIRST conference itself.

In this occasion, I would like proudly to inform you that the 5th FIRST and the 3rd SNAPTEKMAS 2021 as the forum to share knowledge, to search, to find, and to enlarge the link with other industries and universities has attracted so many authors from abroad, such as from: Politeknik Tun Syed Nasir Syed Ismail; MARA University; Politeknik Mukah Sarawak; University Sultan Zainal Abidin, Terengganu, Malaysia; Politeknik Melaka (PMK) Malaysia; Iloilo Science and Technology University (ISAT-U) Philipina; Politeknik Kota Kinabalu; Universiti Teknologi Malaysia; The National University of Malaysia; National Chin-Yi University of Technology (NCUT); Accounting Research Institute UiTM-Malaysia; Management and Science University Malaysia; AlBaha University, KSA, Saudi Arabia; Politeknik Melaka (PMK), Malaysia; Kuantan Community College, Pahang, Malaysia; Universiti Brunei Darussalam; and Ferdowsi University of Mashhad, Iran.

Welcome to all of the researchers that become the collaborators in our research and community service. It is our great honour to have you as our collaborators and participants in the 5th FIRST and the 3rd SNAPTEKMAS 2021.

The honourable keynote speakers, distinguished guests, all participants, ladies and gentlemen,

In this chance, I would like to say thank you very much to the Director of State Polytechnic of Sriwijaya for his full support in the development of the Research and Service Community programs. Due to his hard work and his belief to all of the committee so that this event can be held.

In this occasion, I also would like to convey my big thank to all of the keynote speakers, invited guests, all the participants, all reviewers, and all committee of the 5th FIRST and the 3rd SNAPTEKMAS 2021. Without you all, this event will be nothing. May Allah SWT gives His reward for your sincerity. As the time goes by, it is hoped that our cooperation and coordination in the FIRST and SNAPTEKMAS can be maintained and improved. I hope that you can enjoy this conference and can get a big benefit from this event. I also wish that we can meet again in the forthcoming FISRT ad SNAPTEKMAS

Wassalamu'alaikumwaraahmatullahi wabarakatuh

FOREWORD FROM DIRECTOR OF STATE POLYTECHNIC OF SRIWIJAYA



The honorable, FIRST 2021 and SNAPTEKMAS 2021 keynote speakers,

Dra. Nana Yuliana, MA., Ph.D., as The Indonesian LBBP Ambassador for the Republic of Cuba, accredited to the Bahamas, Republic of Dominican, Republic of Haiti and Jamaica

Prof. Ramaraj Boopathy., from U Alcee Fortier Distinguished Service Professor of biological sciences at the Nicholls State University, USA

Dr. Ing. Ahmad Taqwa, MT., as Director of Politeknik Negeri Sriwijaya

Assalamualaikum wr wb,

Let us extend our gratitude to Allah SWT, the most gracious, the most merciful. Due to His bless, we can gather here, at the Opening Ceremony of the FIRST 2021 and SNAPTEKMAS 2021

First of all, Please let me deliver my warm welcome to all keynote speakers and all participant of FIRST 2021 and SNAPTEKMAS 2021. It is my great pleasure to meet and see you in this event.

Although, there are so many obstacles that should be faced in the pandemic situation, however, as young generation, we should be optimistic, stay strong and be active in searching and finding the solution. The FIRST 2021 and SNAPTEKMAS 2021 as the DIES of State Polytechnic of Sriwijaya annual event will become one of the media to support those activities. The researchers could share knowledge, find partners, and enlarge the collaboration through this event.

Based on the change in the model of the teaching learning activity that focuses on the MERDEKA BELAJAR, State Polytechnic of Sriwijaya has a big desire in getting acceleration in the internationalization of the institution. One of them by improving the overseas and industrial collaboration, especially in joint research and joint publication. In the beginning of 2021, the research and community service unit in Politeknik Negeri Sriwijaya has launched new schemes of research and community service, namely the Overseas Collaboration Research and Overseas Collaboration Community Service. Thanks to God, those schemes have attracted researchers not only from Asia but also several other countries outside Asia, such as: research and community service collaboration with Al Baha University from Saudi Arabia, with Ferdowsi University of Mashhad from Iran, and with Princess Sumaya University of Technology from Jordan, as well as several other foreign universities.

In this occasion, I also would like to welcome all the researchers that become the collaborators in our new scheme of research and community service. It is our great honour to have you as our collaborators.

The honourable participants,

At this time, State Polytechnic of Sriwijaya has held 5 times of FIRST. FIRST publications from previous conferences have been successfully indexed not only in SCOPUS, but also in WOS. This 5th FIRST seminar will be conjugated with the 3rd National Seminar on Community Service SNAPTEKMAS. (National seminar of applied technology for public). All of these are the efforts to improve the quality of Polsri lecturers which significantly have a positive effect on the learning process of Polsri students.

Before ending my speech, I would like to congratulate the participants of The FIRST 2021 and SNAPTEKMAS 2021. May the noble efforts, support, and cooperation of researchers in this conference will continue. Special thanks to the organizer and co-organizer committee of The FIRST 2021 and SNAPTEKMAS 2021 for the hard work and the commitment in realizing this conference. Do maintain the spirit of working in a team and continue to unite in order to display a culture of excellence in the eyes of the country and the world.

With Bismillahirrahmanirrahim, I officiate The FIRST 2021 and SNAPTEKMAS 2021.
Wassalamu'alaikum warrahmatullahi Wabarakatu

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KEYNOTE SPEAKER



Dra. Nana Yuliana, MA., Ph.D.

The Indonesian LBBP Ambassador for the Republic of Cuba, concurrently with the Commonwealth of the Bahamas, Jamaica, the Dominican Republic and Haiti

Her Excellency Ambassador Nana Yuliana, Ph.D arrived in Havana, Cuba on December, 23rd, 2020 to serve her duties as the Ambassador Extraordinary and Plenipotentiary of the Republic of Indonesia to Republic of Cuba, Commonwealth of Bahamas, Dominican Republic, Republic of Haiti and Jamaica. She was appointed by the President of the Republic of Indonesia on October 19th, 2020. Prior to her position as Ambassador Extraordinary and Plenipotentiary, she was Consul General of the Republic of Indonesia in Houston, Texas, United States of America from 2017 –2020, after she was the Director of Mid-Career Diplomatic School at the Ministry of Foreign Affairs of Indonesia from 2014 – 2017. Her first diplomatic assignment was as First Secretary of Political Affairs at the Embassy of Indonesia in Manila from 2001-2005. From 2008 to 2012, she was the Counsellor of Economic Affairs of the Embassy of Indonesia in Bangkok and Permanent Representative of Indonesia to the United Nations Economic and Social Commission for Asia and Pacific (UNESCAP). She attended several meetings related to Millennium Development Goals (MDGs) or Sustainable Development Goals (SDGs) issues. Her bachelor's degree was English Education from Institute of Teacher's Training in Jakarta, then she pursued her Master Degree in Applied Linguistics for Macquarie University in Sydney, Australia and also International Relations from University of Indonesia in Jakarta, Indonesia. She completed her Doctoral Degree in Development Studies from the University of Santo Tomas, Manila, Philippines in 2006. While serving as a diplomat since 1995, her passion in teaching and learning encourages her as well to share her knowledge and teaches at the University in Jakarta, Indonesia. During her tenure as Consul General, she was very active in promoting Trade, Tourism, Inbound and Outbound Investments and very keen to engage with Universities for cooperation in human capital development.

KEYNOTE SPEAKER



Prof. Ramaraj Boopathy

Alcee Fortier Distinguished Service Professor of biological sciences
at the Nicholls State University, USA

Fulbright Scholar Fulbright Senior Specialist World Class Professor-Government of Indonesia. Honorary Visiting Professor, ITB, Indonesia Alcee Fortier Distinguished Service Professor John Brady Endowed Professor in Biological Sciences Nicholls State University Business Address: Alcee Fortier Distinguished Service Professor John Brady Endowed Professor in Biological Sciences Department of Biological Sciences Nicholls State University Thibodaux **EDUCATION:** B.Sc. Zoology, University of Madras, India; 1979 M.Sc. Environmental Biology, Tamil Nadu Agricultural University, India; 1981 Ph.D. Environmental Biology, University of Madras, India; 1986 **UNIVERSITY RESPONSIBILITIES:** Responsibilities include Teaching Environmental Biotechnology, a Senior and Graduate level course, Marine and Environmental Biology (Graduate Course), Microbiology and Environmental Biology courses. Research interests include Bioremediation of Hazardous Chemicals and Anaerobic Microbiology. Service includes advising students, participate in Departmental and University committees and serving the local and regional communities. Advisor to Masters Program in Marine and Environmental Biology. **PROFESSIONAL EXPERIENCE:** January 2013 – Present: John Brady Endowed Professor in Biological Sciences, Department of Biological Sciences, Nicholls State University, Thibodaux. Teaching, Research, and Service to the University and Community. August 2012 – Present: Alcee Fortier Distinguished Service Professor, Department of Biological Sciences, Nicholls State University, Thibodaux. Teaching, Research, and Service to the University and Community. August 2004 – Present: Distinguished Service Professor, Department of Biological Sciences, Nicholls State University, Thibodaux. Teaching, Research, and Service to the University and Community. **MAJOR AREAS OF RESEARCH INTERESTS:** Anaerobic digestion, Composting, Biodegradation of hazardous chemicals. Antibiotic resistant bacteria and Antibiotic resistance genes in the aquatic ecosystem. Isolation and identification of novel bacteria. Anaerobic degradation of explosive chemicals with particular reference to sulfate reducing bacteria. Design and development of biological reactor systems. Microbial immobilization of

heavy metals and radionuclides. Alcohol production from agricultural residues. Water quality in the wetlands. Alternative to sugarcane burning, Biological control of termites. Organic ways to control land loss and coastal restoration.

KEYNOTE SPEAKER



Dr. Ing. Ahmad Taqwa, MT.

Director of Politeknik Negeri Sriwijaya Indonesia


Director of State Polytechnic of Sriwijaya, other than that, he is still active at Head of The Research and Publication Commission Forum Director of State Polytechnical In Indonesia, Founder of The Online Journalist Board (IWO) Sumsel, Chairman of The Advisory Board of UKM Nusantara Palembang and Assessor of Higher Accreditation Board. **EDUCATION:** Diplom Ingenieur Electrical Engineering HTL, Ingenieurschule Beider Basel, Switzerland; 1994, Magister (2005) and Doctoral (2010) at Electrical Engineering, Bandung Institute of Technology, Indonesia. **RESEARCH:** Head of Research Assignment “Mini PLTS Periodic Cooling System to Overcome Overheating in Palembang City” (2019), Member of The Research Assignment “Effects of Sea Salt Dust Collection on Output Loss and Solar Panel Output Efficiency” (2020), and Head of Research Assignment “Design and Build of Wireless Sensor Network Prototype Detection Of Landslides Based on IOT and LORA” (2020). **DEDICATION:** “The Design and Evaluation of Virus Scan in The E-Mail System in SMA N 5 Palembang” (2018), Assignment Service “Utilization of WSN Technology in Parking Air Monitoring Foundation SMP Harapan Mulia Palembang” (2019), Development of Teaching Materials with Interactive Multimedia with Education Game for Harapan Mulia Junior High School Students” (2020). **AWARD:** Certificate In Participating In The 200 Hour Advanced Technical Teacher Training awarded by FONTYS and PEDC (1998), Satyalancana Karya Satya X Year 2011 And Satyalancana Karya Satya XX Year 2017 by The President of The Republic of Indonesia. **WORKSHOP:** Seminar and Focus Group Discussion Forum The Rector of Indonesia “Economic Stability In The Vuca Area”, Ujung Pandang (2020), Workshop on Using Integrated Resources Information System Applications For Lecturers of State Polytechnical Polytechnic, Palembang (2019) And Workshop of Learning Methodology of Polsri Lecturers and Outside Education Domicile (PDD) as a Source Person, Palembang (2019).

RUNDOWN
The 5th FIRST 2021 INTERNATIONAL CONFERENCE
(FORUM IN RESEARCH SCIENCE AND TECHNOLOGY)
SNAPTEKMAS (Seminar Nasional Aplikasi Teknologi pada Masyarakat) 2021
Palembang, South Sumatera, Indonesia
Thursday, October 21, 20201

		Thursday, October 21, 20201			
No.	Session	Person in Charge	Time Allotment (WIB)	Liaison Officer	
1.	Registration	Event Section Committee	07.00 – 08.00	Doeslohal Djumrianti, S.E.MIS., Ph.D	
2.	The Opening Ceremony				
3.	Do'a				
4.	Indonesian National Anthem				
5.	Chair Report Speech	Event Section Committee	08.00 – 09.00		
6.	Speech and Opening Remarks by Director of State Polytechnic of Srijijaya				
7.	Souvenirs Gift, Group Photos				
PLENARY SESSION					
No.	Keynote Speaker	Affiliation	Time Allotment (WIB)	Moderator	Liaison Officer
1.	Dra. Nana Yuliana, MA., Ph.D.	The Indonesian LBBP Ambassador for the Republic of Cuba, concurrently with the Commonwealth of the Bahamas, Jamaica, the Dominican Republic and Haiti	09.00 – 10.00	Tiur Simanjuntak M.Pd.	Doeslohal Djumrianti, S.E.MIS., Ph.D
2.	Prof. Ramaraj Boopathy	Alcee Fortier Distinguished Service Professor of biological sciences at the Nicholls State University, USA	10.00 – 11.00	Prof. Hasan Basri	Dr. Nyayu Latifah Husni, M.T.
3..	Dr. Ing. Ahmad Taqwa, MT.	Director of Politeknik Negeri Sriwijaya, Indonesia	11.00 – 12.00	Jaksen M. Amin, M.Si.	Dr. Martha Aznury, S.Pd., M.Si.

PARALLEL SESSION

No.	Theme	Room	Time	Moderator	Articles
1.	TRACK 1 (Engineering and Science)	1	13.00 – 16.00	Dr. Eng Tresna Dewi, M.Eng./ Ika Sulianti, ST, MT	15
2.	TRACK 1 (Engineering and Science)	2	13.00 – 16.00	Dr. Martha Aznury, M.Si./ Indah Purnamasari, M.Eng.	14
3.	TRACK 1 (Engineering and Science)	3	13.00 – 16.00	Fatahul Arifin, M.Eng, Ph.d./ Dr. Indrayani, S.T., M.T.	13
4.	TRACK 2 (Computer Science, Computer Engineering, Information System, Informatics Management)	4	13.00 – 16.00	Rika Sadariawati, M.Si./ M.Miftakul Amin, S.Kom., M.Eng	13
5.	TRACK 2 (Computer Science, Computer Engineering, Information System, Informatics Management)	5	13.00 – 16.00	Dr. Nyayu Latifah H, MT./ Lindawati, S.T., M.TI	12
6.	TRACK 3 (Social Science)	6	13.00 – 16.00	Doeslohah Djumrianti, S.E.MIS., Ph.D/ Dr. Marieska Lupikawati	13
7.	TRACK 3 (Social Science)	7	13.00 – 16.00	Dr. Sari Lestari ZR/ Dr. Rita Martini	14
8.	SNAPTEKMAS 1	8	13.00 – 16.00	Yumi Oklarina, ST, MT/ Mouland Irwadi, SE. M.Si.	15
9.	SNAPTEKMAS 2	9	13.00 – 16.00	Leni Novianti, M.Kom./ Maivi Kusnandar, M.Kom	15
10	SNAPTEKMAS 3	10	13.00 – 16.00	M Husni Mubarak, M.Si./ Martinus Mujur, ST, MT	15
11	SNAPTEKMAS 4	10	13.00 – 16.00	Dr. Ade Silvia H, MT./ M. Sopian Soim, ST, MT	13



CLOSING SESSION

Event	Time	Room
<ul style="list-style-type: none">- Closing Ceremony- Announcement of:<ol style="list-style-type: none">1. Best Paper FIRST IC 20212. Best Paper SNAPTEKMAS 20213. Best Presenter FIRST IC 20214. Best Presenter SNAPTEKMAS 2021- Quiz Online	16.00– 17.00	Main Room

TRACK 3 (Social Science)

ROOM : 6
 TIME : Thursday, 21 October, 2021/ 13.00 - 16.30
 ARTICLES : 13
 MODERATOR : Doeslohal Djumrianti, S.E.MIS., Ph.D/ Dr. Marieska
 Lupikawati

NO	Time	ID	AUTHORS	TITLE	AFFILIATION
1	13.00-13.10	3847	Ayu Chotibah, Bainil Yulina, Desi Apriyanty, Evada Dewata, Pridson Mandiangan	THE INNOVATION OF SOUTH SUMATERA TRADITIONAL BATIK E-COMMERCE APPLICATIONS	State Polytechnic of Sriwijaya
2	13.10-13.20	3683	M. Thoyib, Riza Wahyudi, Firmansyah, Darul Amri	THE ANALYSIS OF COST QUALITY ON PRODUCTIVITY OF IRON RAILING PRODUCTS IN SMALL AND MEDIUM BUSINESS IN PALEMBANG	State Polytechnic of Sriwijaya
3	13.20-13.30	3757/3756	Nelly Masnila, Firmansyah, Jovan Febriantoko, Riana Mayasari, Jamaliah Said	Quality of Financial Reporting and Impact of GGG Implementation: Study on Local Government in Indonesia	State Polytechnic of Sriwijaya
4	13.30-13.40	3796	Evi Agustina Sari, Sri Gustiani, Yusri, Tiur Simanjuntak	An Error Analysis of English Sentence Construction in Writing Subject Made by the Students of the English Department at Sriwijaya State Polytechnics	State Polytechnic of Sriwijaya
5	13.40-13.50	3827	Edwin Frymaruwah, Farah Aida Ahmad Nadzri, Periansya, Evada Dewata	DISCLOSURE OF SUSTAINABLE PERFORMANCE IN HIGHER EDUCATION IN INDONESIA	State Polytechnic of Sriwijaya, UiTM
6	13.50-14.00	3976	Hendra Hadiwijaya Febrianty Rezanía Agramanisti Azdy	Improvement of LPKA Class 1 Palembang Electronic Dashboard with Field Performance Monitoring	Palcomtech Polytechnic, STMIK PalComTech
7	14.00-14.10	3853/4034	Neneng Miskiyah, Purwati, Yulia Pebrianti, Keti Purnamasari, Nyimas Miftahul Jannah,	OPTIMIZATION OF INCOME PARAMETERS OF SONGKET CRAFTSMEN ON KOPERASI SONGKET PALEMBANG	State Polytechnic of Sriwijaya

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The Best Academic Administration Personnel Selection Model Using the Weighted Sum Model (WSM)

M. Miftakul Amin^{1,*} Yevi Dwitayanti ²

¹ *Department of Computer Engineering, Politeknik Negeri Sriwijaya, Jl. Sriwijaya Negara Bukit Besar, Palembang, 30139, Indonesia*

² *Department of Computer Accounting, Politeknik Negeri Sriwijaya, Jl. Sriwijaya Negara Bukit Besar, Palembang, 30139, Indonesia*

*Corresponding author. Email: miftakul_a@polsri.ac.id

ABSTRACT

The program for selecting outstanding academic administrative staff is one of the programs organized by the ministry as a reward for the performance of academic administrative staff. This program is carried out in stages from the university level to the national level. This study aims to create a model of a decision support system to determine outstanding academic administrative personnel at the Sriwijaya State Polytechnic. The method used in this study is the Weighted Sum Model (WSM). The WSM method is the simplest and easiest method and is often used in decision support systems. The model built uses 7 criteria, namely 1) educational qualifications, 2) track record of training or training activities, 3) track record of awards/achievements, 4) rank/class, 5) group tenure, 6) self-description value, 7) the value of individual works. From the alternatives to be chosen, this model has succeeded in providing a ranking recommendation of alternatives from the most recommended, marked by the largest to the smallest weight values. The results of this study indicate that the WSM method is quite reliable in completing the selection of academic administrative personnel in universities.

Keywords: *Decision Support System, Weighted Sum Model (WSM).*

1. INTRODUCTION

In the management of education there are 4 (four) main elements, namely educators, education staff, students, and learning facilities. Educators are professionals in charge of planning and implementing the learning process, assessing learning outcomes, conducting guidance and training, as well as conducting research and community service. Educational staff are in charge of managing, developing, supervising administration, and technical services to support the educational process. Learning facilities and human resources in the era of the industrial revolution 4.0 must be adapted to the needs and demands of being based on good information and communication technology.

Every year the Director of Science and Technology Resources and Higher Education conducts selection activities for the selection of academic administrative personnel with achievements in state universities and higher education service institutions throughout Indonesia. This selection starts from the internal stage of higher education to the national stage selection.

Academic administrative staff are educational staff as the spearhead in service to students and lecturers as well as other communities in the academic field. Academic administrative staff are expected to be able to provide excellent service in accordance with the rules and also the needs of stakeholders. By holding the election of academic administrative staff with high achievement, it is hoped that it will provide enthusiasm and motivation to academic administrative staff in their work, and always innovate and be creative to improve and improve the efficiency of academic administrative services.

The implementation of the selection of academic administration is carried out in stages, starting from the stages in tertiary institutions and the winners are proposed to the National level so that each university has a programmed reward system for Academic Administration Personnel who have high achievements in carrying out daily work activities at their respective universities. Efforts to recognize achievements resulting from the election can be valuable information for universities as a consideration for prioritizing the development of competitive education personnel [1].

The purpose of awarding the Academic Administration Personnel is to give real acknowledgment of commitment, creative, innovative thinking, effort and responsibility in serving academic administrative affairs to help students, study programs/departments/faculty/college and lecturers in implementing learning efficiently. (in financing), effective (in time), and quality (in excellence).

Decision support systems can be used as a tool in determining the best administrative staff, several methods that can be used include ELECTRE [6], Analytical Hierarchy Process (AHP) [7], Profile Matching [8], TOPSIS [9], and SAW [10].

This research aims to develop a model of a decision support system, to determine outstanding academic administrative staff at the Sriwijaya State Polytechnic by using one of the methods in multi-criteria decision making (MCDM). The method used in this study is the Weighted Sum Model (WSM) as a method that is quite simple and easy to calculate and gives good weight in providing recommendations [3].

2. LITEARUTER REVIEW

2.1. Decision Support System

The system is a collection of sub-systems (elements) that are correlated with one another to achieve certain goals. Decision support system can be interpreted as a system designed to support management in decision making [2]. The decision support system selects a number of alternatives and predetermined criteria [5].

2.2 Weighted Sum Model (WSM)

The Weighted Sum Model (WSM) method is a very common method and is widely applied to assist in the decision-making process [3]. This WSM method is done by multiplying the weight of the criteria (W_j) and the alternative value (X_{ij}). This method is part of the MCDM (Multi-Criteria Decision Making) in evaluating the value of each alternative [4].

The settlement algorithm using the WSM method can be carried out in several stages as follows [2]:

1. Step 1: first identify the criteria and alternatives used in solving the problem.
2. Step 2: calculate the WSM-score. The formula used in this WSM method can be formulated in formula (1).

$$A_i^{WSM-score} = \sum_{j=1}^n W_j X_{ij} \quad (1)$$

Description:

n = number of criteria

W_j = weight of each criterion

X_{ij} = matrix value x

3. Step 3: do the ranking.

The difficulty of this method exists when the criteria used are not single-dimensional or multi-dimensional. In this problem, the existing criteria must be equated into the same dimension [11].

3. IMPLEMENTATION AND RESULTS

The application of the Weighted Sum Model (WSM) method is a very simple method. Some of the processes carried out in completing a decision support system using WSM can be described in the following steps.

3.1 Determining Criteria and Alternatives

In table 1 there are a number of criteria that are used as the basis for the decision-making process to determine academic administrative staff. In this model, 7 criteria are defined in accordance with the guidelines for selecting outstanding academic administrative personnel issued by the ministry.

These criteria include 1) educational qualifications, 2) track record of training/training activities, 3) track record of awards/achievements, 4) rank/class, 5) group tenure, 6) self-description value, and 7) individual work value.

Table 1. Criteria Weight Value

No.	Name of Criteria	Weight Value (Wj)
1	Educational Qualifications (C1)	0,1
2	Track record of training/training activities (C2)	0,1
3	Track record of awards/achievements (C3)	0,2
4	Rank/class (C4)	0,1
5	Group Tenure (C5)	0,1
6	Self-Description value (C6)	0,2
7	Individual Work Value (C7)	0,2
Σ		1

In accordance with the criteria that have been determined in Table 1, the next step is to determine the weight for each criterion.

Table 2. Criteria Weight Value of C1

No.	Description	Weight Value
1	Senior High School	0
2	D1-D3 (Diploma)	0,25
3	D4/S1 (Bachelor)	0,5
4	S2 (Master)	0,75
5	S3 (Doctor)	1

Table 2 is the normalized weight for the C1 educational qualification criteria, which describes the last level of education held by academic administrative staff.

Table 3. Criteria Weight Value of C2, C3, C6, C7

No.	Description	Weight Value
1	Very Not Good	0
2	Not good	0,25
3	Pretty good	0,5
4	Good	0,75
5	Very good	1

Table 3 is a normalized weight for criteria C2, C3, C6, and C7 which has the same distribution of weight values for each criterion.

Table 4. Criteria Weight Value of C4

No.	Description	Weight Value
1	Group/Rank 1	0,25
2	Group/Rank 2	0,5
3	Group/Rank 3	0,75
4	Group/Rank 4	1

Table 4 is the normalization of weights for the C4 Rank/Class criteria at the Sriwijaya State Polytechnic. As it is known that the state civil apparatus has a level of class 1 to 4.

Table 5. Criteria Weight Value of C5

No.	Description	Weight Value
1	< 5 year	0
2	6 up to 10 year	0,25
3	11 up to 15 year	0,5
4	16 up to 20 year	0,75
5	> 20 year	1

Table 5 is the normalization of weights for the C5 criteria for the tenure of the group. Of the several criteria that have been determined in Table 1, the weights for C3 track record of awards/achievements, C6

the value of self-description, and C7 the value of individual work get a weight value of 0.2 each to give the weight of the importance of these criteria in the selection of academic administrative staff with achievement.

3.2 Calculating WSM Score

Table 6 is an assessment made by the Decision Maker (DM) on 5 alternatives with 7 predetermined criteria.

Table 6. DM Preference Value for Alternatives

Alternatives	C1	C2	C3	C4	C5	C6	C7
A1	0,25	0,5	0,5	0,5	0,25	0,75	1
A2	0,5	0,75	0,5	0,75	0,25	1	0,75
A3	0,75	0,75	0,5	0,75	0	1	0,5
A4	0	0,5	0,75	0,75	0,25	1	0,75
A5	0,5	1	1	0,75	1	1	0,75

From Table 6, a matrix as follows:

$$X = \begin{pmatrix} 0,25 & 0,5 & 0,5 & 0,5 & 0,25 & 0,75 & 1 \\ 0,5 & 0,75 & 0,5 & 0,75 & 0,25 & 1 & 0,75 \\ 0,75 & 0,75 & 0,5 & 0,75 & 0 & 1 & 0,5 \\ 0 & 0,5 & 0,75 & 0,75 & 0,25 & 1 & 0,75 \\ 0,5 & 1 & 1 & 0,75 & 1 & 1 & 0,75 \end{pmatrix}$$

Furthermore, for the weight of each criterion that has been determined in the previous stage, the following values are obtained:

$$W = [0,1 \ 0,1 \ 0,2 \ 0,1 \ 0,1 \ 0,2 \ 0,2]$$

Based on formula (1) in the calculation of the WSM method, the following calculation results are obtained:

$$A1 = (0,1*0,25) + (0,1*0,5) + (0,2*0,5) + (0,1*0,5) + (0,1*0,25) + (0,2*0,75) + (0,2*1) = 0,6$$

$$A2 = (0,1*0,5) + (0,1*0,75) + (0,2*0,5) + (0,1*0,75) + (0,1*0,25) + (0,2*1) + (0,2*0,75) = 0,675$$

$$A3 = (0,1*0,75) + (0,1*0,75) + (0,2*0,5) + (0,1*0,75) + (0,1*0) + (0,2*1) + (0,2*0,5) = 0,625$$

$$A4 = (0,1*0) + (0,1*0,5) + (0,2*0,75) + (0,1*0,75) + (0,1*0,25) + (0,2*1) + (0,2*0,75) = 0,65$$

$$A5 = (0,1*0,5) + (0,1*1) + (0,2*1) + (0,1*0,75) + (0,1*1) + (0,2*1) + (0,2*0,75) = 0,875$$

3.3 Ranking

From the calculation of the WSM method, the result is that $A5 > A2 > A4 > A3 > A1$ so it can be concluded that A5 is the best alternative recommended by the decision support system as the best administrative staff. The final ranking of the WSM method can be seen in Table 7.

Table 7. Final Ranking

Alternatives	Value Score	Ranking
A1	0,6	5
A2	0,675	2
A3	0,625	4
A4	0,65	3
A5	0,875	1

4. CONCLUSION

Based on the research that has been done, it can be concluded that the model can be used to help determine the academic administrative staff with achievement at the Sriwijaya State Polytechnic. The WSM method does not consider the benefit and cost criteria, so the weight value gives good calculation results.

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