ISSN 2085-4552

Decision Support System Using the Weight Product (WP) Method for Selecting the Best Employee Performance

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Accepted 29 May 2026
Approved 28 June 2026

Abstract— A company cannot be separated from the role of Human Resources (HR) who work in it. The success of a company is supported by employees who can work optimally and optimally, in this case the company must motivate or encourage employees to work optimally and optimally. The problem that often occurs in a company is that in making decisions in the performance selection process, the best employees are needed. For this reason, a fast and accurate decision-making process is needed, so that it can help managers in making decisions. In supporting the **selection of the best employee performance, the method used is the Weight Product (WP) method. Decision Support System (DSS) is an information system that is specifically intended to assist management in making decisions related to issues that are structured and semi-structured. Weighted product (WP) is a decision making method that is quite widely used. The Weighted Product (WP) method uses multiplication to connect attribute ratings, where the rating of each attribute is raised to the first power by the weight of the attribute in question. There are several steps in the Weigh Product method, namely determining criteria, determining suitability ratings for each criterion, normalizing or improving weights, determining vector S values and determining vector V values. In this study, 15 alternative data and 5 criteria data were used, namely attendance, behavior, loyalty. , neatness and performance. in this study produced alternative A-13 as the best alternative with a value of 0.09. In this study it can be concluded that the Weight Product (WP) method can be implemented in a case study of selecting the best employee performance.**

Index Terms— DSS; Weight Product; Employee; PHP; MYSQL.

I. INTRODUCTION

Information technology processes involve data processing, including collecting, organizing, storing, and manipulating data to obtain high-quality information [1]. High-quality information refers to information that is relevant, accurate, and timely, used for personal, business, and government purposes, as well as for decision-making [2]. The development of information technology is currently quite rapid; one example is the existence of communication tools using networks that can span the entire globe, whereas initially, technology was used only for writing, creating graphics, and storing data [3]. Competition among companies is a natural occurrence; this drives companies to compete in improving their quality, requiring them to continuously make improvements—one of which is by enhancing the quality of their employees [4]. Within a company, the role of Human Resources (HR) is indispensable [5]. A company's success is supported by employees who can work optimally and to their full potential [6]; in this regard, companies must motivate or encourage employees to work optimally and to their full potential [7]. Employees or the workforce play a crucial role within a company [8], as employees are the key factor determining a company's success [9]. Without employees, a company would not survive for long and would decline [10].

Rapid technological advancements have enabled many creative and innovative individuals to make significant strides in streamlining various fields, particularly in the workplace [11]. An increasing number of decision-making processes are being assisted or taken over by AI [12] in fields such as warfare, finance, law, healthcare, and insurance. Decision Support Systems have been introduced to improve the selection of the best employees by matching individual characteristics with predetermined criteria and providing assessments to support the company in making decisions [13].

Research on Decision Support Systems using the Weighted Product Method for selecting the best employees demonstrates that a Decision Support System is an information system specifically designed to assist management in making decisions related to structured and semi-structured problems [14]. Decision

Support Systems enable decision-makers to make effective and efficient decisions.

Another study examined a comparative analysis of Decision Support Systems using the Simple Additive Weighting and Weighted Product methods in the performance evaluation of contract workers [15]. The conclusion of this study is that Decision Support Systems employing the Simple Additive Weighting and Weighted Product methods can be applied in the performance evaluation of contract workers using predetermined criteria and weights. In this study, the Simple Additive Weighting and Weighted Product methods produced the same ranking order of alternatives or contract workers.

II. METHOD

A research framework is designed to assist researchers in conducting their studies, achieving the intended results, and ensuring that the research report is easy to understand. A research framework is necessary to ensure that the final research results align with expectations or desired outcomes, as illustrated in Figure 1.

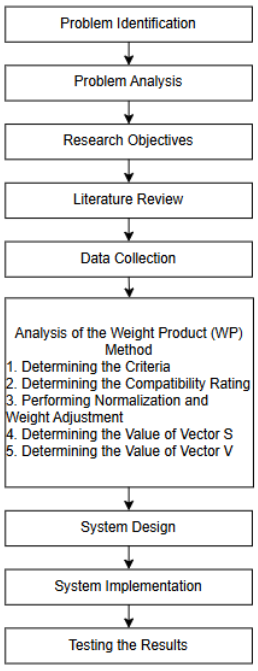


Fig. 1. Research Framework

A. *Problem identification*

Problem identification can be carried out by examining the existing object, starting with how that object can effectively solve the problem. The problem addressed in this study is how PT. Family Raya CRF can determine the selection of top-performing employees. Consequently, a Decision Support System using the Weight Product method is required.

B. *Problem Analysis*

At this stage, the researcher will conduct a problem analysis. This analysis serves to gain a deeper understanding of the problems identified in the previous stage.

C. *Research Objectives*

At this stage, the objectives of the study are defined. This study aims to address issues related to selecting top-performing employees.

D. *Literature Review*

In this study, the researcher identified and analyzed the relevant literature. The literature used in this study consists of scientific articles on decision support systems that discuss the Weight Product (WP) method.

E. *Data Collection*

In this study, several methods were employed to achieve the desired results. The data collection methods used were as follows:

a) Field Research
Field research involves researchers directly collecting data from the research subjects.

b) Observasi
The author conducted an interview with the owner of PT. Family Raya CRF to gather information about employee performance.

c) Library Research
This method involves reading books, literature, and journals related to the research topics to serve as reference material.

d) Laboratory Research
This research method involves analyzing data and designing programs or software tailored to the specific problems at hand. The programs are then tested in practice to verify their effectiveness.

F. *Analysis of the Weight Product Method*

The issues in this study can be analyzed using the second method, namely the WP method, with the aim of determining the criteria and weights for each alternative across all attributes, thereby aiding in the selection of the best-performing employees. The steps of the WP method employed in this study are as follows:

a. Determining the criteria
b. Determining the similarity score
c. Performing normalization and weight adjustment
d. Determining the value of vector S
e. Determining the value of vector V

G. Perancangan Sistem

Following the data analysis and processing using the Weighted Product Method, this stage involves designing a system that meets the criteria and weightings based on the alternatives for all attributes;

the design will be created using the draw.io website and may take the form of a Unified Modeling Language (UML) diagram.

H. System Implementation

The implementation at this stage was designed using the PHP programming language and a MySQL database. The goal is to validate the results of the application design so that users can provide feedback to the application developers.

I. Testing the Results

The results of the testing of the mechanism for data processing can be seen in the following descriptions:

a) Performing manual data processing using Microsoft Excel with the Weight Product (WP) method.

The results of this manual data processing will be compared with the output from the system that has been developed.

III. RESULT AND DISCUSSIONS

The data used in this study consists of employee data collected from PT Family Raya CRF. This data was used as a sample to test the application of the Weight Product method. Data collection was conducted through interviews and direct data collection at the PT Family Raya CRF office. The following employees were included in the sample for this study.

TABLE I. Employee Data

No	Alternative	Attendance	Behavior	Loyalty	Neatness	Performance
1	Fery Andany	Very Poor	Fair	Fair	Good	Very Good
2	Alyusrizal M	Poor	Fair	Very Good	Fair	Fair
3	Amat	Fair	Good	Poor	Fair	Good
4	Budi Hendriyanto	Good	Fair	Good	Very Good	Fair
5	Veronica	Very Good	Fair	Good	Fair	Buruk
6	Hermanto Eka Putra	Poor	Very Good	Fair	Poor	Good
…	…	…	…	…	…	…
…	…	…	…	…	…	…
15	Jekson Putra	Fair	Good	Good	Fair	Very Poor

3.1 Analysis of a Decision Support System Using the Weight Product (WP) Method

This study will analyze the data collected from PT Family Raya CRF Padang. The data will be analyzed using the Weight Product (WP) method to generate a ranking. The Weight Product method involves several analytical steps, including weight normalization or adjustment, determining the value of vector s, and determining the value of vector v. The following outlines the analytical steps of the Weight Product method applied to the case study on selecting the best-performing employees at PT Family Raya CRF. The Weight Product method process is illustrated in Figure 2.

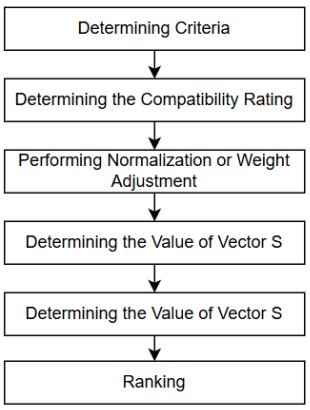


Fig.2. Proses Metode Weight Product

A. Determining Criteria

This study uses five criteria identified through interviews and analysis of data collected at PT Family Raya CRF Padang. The five criteria are attendance, behavior, loyalty, neatness, and performance. These five criteria will be weighted according to their importance. The criteria and their respective weights are presented in Table II.

TABLE II. Criteria and Weightings

No	Criterion Code	Criterion Name	Weight	Category
1	C1	Attendance	0.2	Benefits
2	C2	Behavior	0.2	Benefits
3	C3	Loyalty	0.2	Benefits
4	C4	Neatness	0.2	Benefits
5	C5	Performance	0.2	Benefit

The next step is to determine subcriteria based on the criteria established earlier. The subcriteria will be assigned scores on a scale of 1 to 5, as follows:

1 = Very Poor
2 = Poor
3 = Fair
4 = Good
5 = Excellent

TABLE III. Subcriterion Scores

No	Criterion Name	Attribute	Weight
1	Attendance	Excellent	5
2	Attendance	Good	4
3	Attendance	Fair	3
4	Attendance	Poor	2
5	Attendance	Very Poor	1
…	….	….	….
…	….	….	….
25	Performance	Very Poor	1

B. Determining the Compatibility Rating

The compatibility rating determination stage involves assigning scores to the predetermined criteria—attendance, behavior, loyalty, neatness, and performance—for each identified candidate, namely the employees at PT Family Raya CRF Padang. In the suitability rating determination stage, each alternative is assigned a score that reflects the importance of each criterion. This suitability rating determination stage is performed manually by the user based on an assessment of all employees considered as alternatives. The suitability rating results can be seen in the following table.

TABLE IV. Compatibility Rating Data

No	Alternatives	Criteria				
		C1	C2	C3	C4	C5
1	A1	1	3	3	4	5
2	A2	2	3	5	3	3
3	A3	3	4	2	3	4
4	A4	4	4	4	5	3
5	A5	5	3	4	3	2
…	….	….	…	…	…	…
…	…	…	…	…	…	…
15	A15	3	4	4	3	1

C. Performing Normalization or Weight Adjustment

The normalization or weight adjustment process involves modifying the weights of each criterion. The normalization or weight adjustment process is based on Equation (1)

$$w_j = \frac{wj}{\sum wj} \quad (1)$$

The process of normalization or weight adjustment can be seen in the following solution:

$$w_1 = \frac{0.2}{(0.2+0.2+0.2+0.2+0.2)} = \frac{0.2}{1.00} = 0.2$$

$$w_2 = \frac{0.2}{(0.2+0.2+0.2+0.2+0.2)} = \frac{0.2}{1.00} = 0.2$$

$$w_3 = \frac{0.2}{(0.2+0.2+0.2+0.2+0.2)} = \frac{0.2}{1.00} = 0.2$$

$$w_4 = \frac{0.2}{(0.2+0.2+0.2+0.2+0.2)} = \frac{0.2}{1.00} = 0.2$$

D. Determining the Value of Vector S

The results of the normalization process or weight adjustment will be used to determine the value of vector s. The results of this process will be used to determine the value of vector v. The process of determining the value of vector s is based on equation (2).

$$Si = \prod_j^n Xijwj \prod_j^n Xijwj \quad (2)$$

The process of determining the value of vector s can be seen in the following solution:

$$S_1 = (1^{(0.2)} * 3^{(0.2)} * 3^{(0.2)} * 4^{(0.2)} * 5^{(0.2)}) = (1.00 * 1.24 * 1.24 * 1.31 * 1.37) = 2.83$$

$$S_2 = (2^{(0.2)} * 3^{(0.2)} * 5^{(0.2)} * 3^{(0.2)} * 3^{(0.2)}) = (1.14 * 1.24 * 1.37 * 1.24 * 1.24) = 3.06$$

$$S_3 = (3^{(0.2)} * 4^{(0.2)} * 2^{(0.2)} * 3^{(0.2)} * 4^{(0.2)}) = (1.24 * 1.31 * 1.37 * 1.37 * 1.24) = 3.10$$

$$S_4 = (4^{(0.2)} * 4^{(0.2)} * 4^{(0.2)} * 5^{(0.2)} * 3^{(0.2)}) = (1.31 * 1.31 * 1.37 * 1.37 * 1.24) = 3.95$$

$$S_5 = (5^{(0.2)} * 3^{(0.2)} * 4^{(0.2)} * 3^{(0.2)} * 2^{(0.2)}) = (1.37 * 1.24 * 1.31 * 1.24 * 1.14) = 3.35$$

E. Determining the Value of Vector V

$$w_5 = \frac{0.2}{(0.2+0.2+0.2+0.2+0.2)} = \frac{0.2}{1.00} = 0.2$$

The result of the vector s process will be used to calculate the value of vector v; the resulting value of vector v will be used for the ranking process, in which the values of vector v will be sorted from highest to lowest. The process of determining the value of vector v is based on equation (3).

$$V_1 = \frac{\prod_j^n=1 xijwj}{\prod_j^n=1 (xj)wj} \quad (3)$$

The process of determining the value of vector v can be seen in the following solution:

$$V_1 = \frac{2.83}{(2.83+3.06+3.10+3.73+3.25+2.99+3.73+3.10+2.61+2.49+3.59+3.25+4.37+2.61+2.70)} = 0.06$$

$$V_2 = \frac{3.06}{(2.83+3.06+3.10+3.73+3.25+2.99+3.73+3.10+2.61+2.49+3.59+3.25+4.37+2.61+2.70)} = 0.06$$

$$V_3 = \frac{3.10}{(2.83+3.06+3.10+3.73+3.25+2.99+3.73+3.10+2.61+2.49+3.59+3.25+4.37+2.61+2.70)} = 0.07$$

$$V_4 = \frac{3.95}{(2.83+3.06+3.10+3.73+3.25+2.99+3.73+3.10+2.61+2.49+3.59+3.25+4.37+2.61+2.70)} = 0.08$$

$$V_5 = \frac{3.25}{(2.83+3.06+3.10+3.73+3.25+2.99+3.73+3.10+2.61+2.49+3.59+3.25+4.37+2.61+2.70)} = 0.07$$

F. Ranking

The results of vector v will be ranked, with the values from the vector v process sorted from highest to lowest. The highest value will be labeled as "recommended" and can be used as a reference for the research subjects in selecting the best-performing employees. The following table shows the ranking results based on the vector v values for each alternative.

TABLE V. Ranking Result

No	Alternative	Value of Vector v	Decision
1	A13	0.9	Recommended
2	A4	0.8	Not Recommended
3	A7	0.8	Not Recommended
4	A11	0.8	Not Recommended
5	A5	0.7	Not Recommended
…	….	….	….
…	….	….	….
15	A10	0.5	Not Recommended

Based on the preference results table above, it can be concluded that the highest-ranked alternative is Alternative 13 with a preference score of 0.9, and Alternative 13 is recommended as the top-performing employee at PT Family Raya CRF.

3.2 Design Implementation

A. Form Login

The login form allows administrators and users to access the system by entering their username and password in the provided form. The login form is shown in Fig. 3.

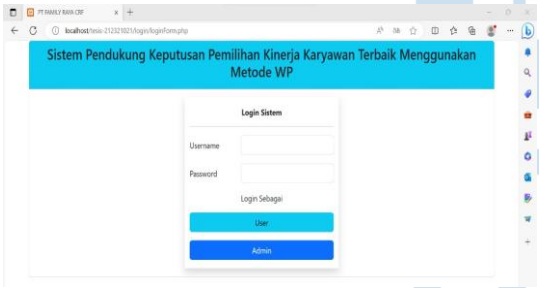


Fig.3. form login

B. Form menu admin

The admin menu form is a form accessed by the administrator after logging in. On this form, the administrator can manage user data. The admin menu form is shown in Fig. 4.

Fig. 4. Admin menu page

C. Form menu user

The user menu form is the form that users access after successfully logging in. The user menu form contains several pages that users can access to use the system. The user menu form is shown in Figure 5.

Fig. 5. User menu page

3.3 System testing

A. Alternative data processing

On this page, users can perform alternative data operations such as adding, modifying, and deleting data. Employee data from PT Family Raya CRF will be used as the alternative data. The alternative data form is shown in Figure 6.

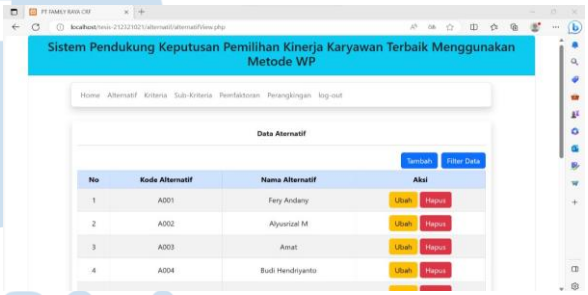


Fig. 6. Alternative Data

As shown in Figure 6 above, users can perform alternative data processing, such as adding alternative code data and alternative name data.

B. Criteria data processing

On this page, users can manage criteria data, such as adding, editing, and deleting data. The criteria data form is shown in Figure 7.

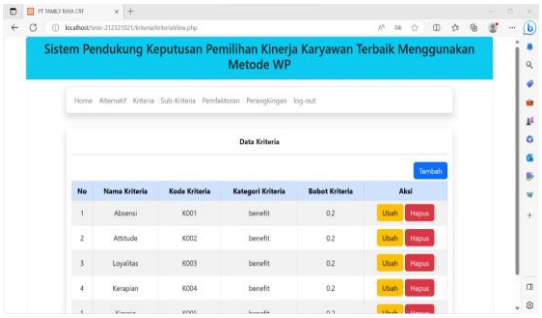
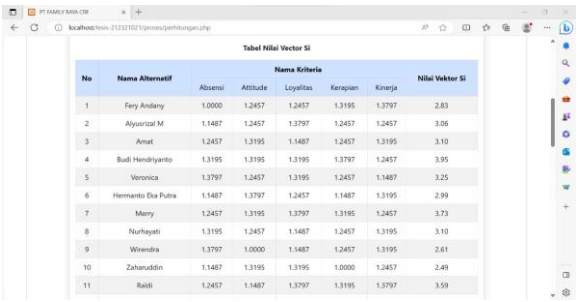


Fig. 7 *Criteria data processing*

As shown in Figure 7 above, users can process criteria data such as criteria codes, alternative names, criteria categories, and criteria weights.

C. Vector S Value

The result of the vector S calculation will be displayed for the user to view. The result of the vector S calculation can be seen in Figure 8 below



Tabel Nilai Vector Si

No	Nama Alternatif	Nama Kriteria					Nilai Vektor Si
		Absensi	Attitude	Loyalitas	Kerapian	Kinerja	
1	Fery Andany	1.0000	1.2457	1.2457	1.3195	1.3797	2.83
2	Alyusrizal M	1.1487	1.2457	1.3797	1.2457	1.2457	3.06
3	Amat	1.2457	1.3195	1.1487	1.2457	1.3195	3.10
4	Budi Hendriyanto	1.3195	1.3195	1.3195	1.3797	1.2457	3.95
5	Veronica	1.3797	1.2457	1.3195	1.2457	1.1487	3.25
6	Hermanto Eka Putra	1.1487	1.3797	1.2457	1.1487	1.3195	2.99
7	Merry	1.2457	1.3195	1.3797	1.3195	1.2457	3.73
8	Nurhayati	1.3195	1.2457	1.1487	1.2457	1.3195	3.10
9	Wirendra	1.3797	1.0000	1.1487	1.2457	1.3195	2.61
10	Zaharuddin	1.1487	1.3195	1.3195	1.0000	1.2457	2.49
11	Raldi	1.2457	1.1487	1.3797	1.3195	1.3797	3.59

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Fig. 8. S Factor Value.

Based on Fig. 8, the value of vector s is obtained using equation (2), where the weight adjustment values in the figure are processed using the factorization values.

D. Vector V Value

The result of the vector V calculation will be displayed for the user to view. The result of the vector V calculation can be seen in Figure 9 below

Tabel Nilai Vector Vi

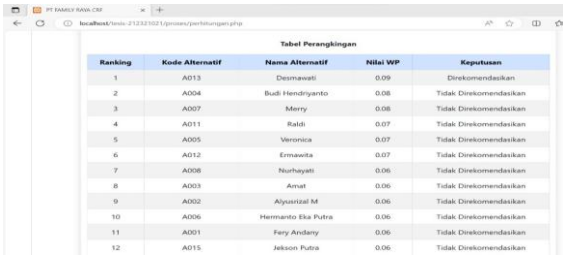
No	Nama Alternatif	Nilai Vektor Si	Total Nilai Vektor Si	Nilai Vektor Vi
1	Fery Andany	2.83	48.63	0.06
2	Alyusrizal M	3.06	48.63	0.06
3	Amat	3.10	48.63	0.06
4	Budi Hendriyanto	3.95	48.63	0.08
5	Veronica	3.25	48.63	0.07
6	Hermanto Eka Putra	2.99	48.63	0.06
7	Merry	3.73	48.63	0.08
8	Nurhayati	3.10	48.63	0.06
9	Wirendra	2.61	48.63	0.05
10	Zaharuddin	2.49	48.63	0.05
11	Raldi	3.59	48.63	0.07
12	Ermawita	3.25	48.63	0.07

Fig. 9. Value of Vector V

From Fig. 9, the value of vector v is obtained through data processing of the results from Fig. 8 using a formula based on Equation (3).

E. Ranking Results

The results of vector v will be ranked based on the highest value; the highest value will be recommended as the top employee. The ranking results are shown in Fig. 10 below.



Tabel Perangkingan

Ranking	Kode Alternatif	Nama Alternatif	Nilai WP	Keputusan
1	A013	Desmawati	0.09	Direkomendasikan
2	A004	Budi Hendriyanto	0.08	Tidak Direkomendasikan
3	A007	Merry	0.08	Tidak Direkomendasikan
4	A011	Raldi	0.07	Tidak Direkomendasikan
5	A005	Veronica	0.07	Tidak Direkomendasikan
6	A012	Ermawita	0.07	Tidak Direkomendasikan
7	A008	Nurhayati	0.06	Tidak Direkomendasikan
8	A003	Amat	0.06	Tidak Direkomendasikan
9	A002	Alyusrizal M	0.06	Tidak Direkomendasikan
10	A006	Hermanto Eka Putra	0.06	Tidak Direkomendasikan
11	A001	Fery Andany	0.06	Tidak Direkomendasikan
12	A015	Jekson Putra	0.06	Tidak Direkomendasikan

Fig. 10. Ranking Results

Based on Figure 10 above, the ranking results obtained using the system show that Alternative 13 is the best alternative. Alternative 13 is marked as "recommended.".

IV. CONCLUSION

The Weight Product (WP) method can be applied in the decision-making process for selecting the best-performing employees. In this study, the data was processed using 15 alternatives and 5 criteria: attendance, behavior, loyalty, neatness, and performance. Based on the data processing using the Weight Product (WP) method, alternative A13—an employee named Desmawati—was identified as the best alternative with a Weight Product (WP) score of 0.9.

A Decision Support System for selecting the best-performing employee using the Weight Product method can be developed into a web-based information system using the PHP programming language and a MySQL database. This system is designed to assist in accurately and precisely selecting the best-performing employee at PT. Family Raya CRF.

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