

**UNIVERSITI TEKNOLOGI MARA**

**TECHNICAL REPORT**

**DECISION MAKING FOR EMPLOYEE CRITERIA SELECTION IN A  
WORKPLACE BY USING AHP MODEL**

**(P31M22)**

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# TABLE OF CONTENTS

ACKNOWLEDGEMENTS .....	ii
TABLE OF CONTENTS.....	iii
LIST OF TABLES .....	v
LIST OF FIGURES .....	vi
ABSTRACT.....	vii
1. INTRODUCTION.....	1
1.1 Background of The Study .....	1
1.2 Problem Statement .....	2
1.3 Objectives .....	3
1.4 Significant of The Study .....	3
1.5 Scope of the Project .....	4
1.6 Definition of Terms and Abbreviations .....	4
2. BACKGROUND THEORY AND LITERATURE REVIEW .....	5
2.1 Background Theory .....	5
2.2 Literature Review/ Related Research.....	6
2.2.1 Overview.....	6
2.2.2 Analytical Hierarchy process.....	6
2.2.3 Advantages and Disadvantages of AHP .....	7
2.2.4 AHP Model .....	7
2.2.5 AHP Application.....	8
2.2.6 Salary .....	10
2.2.7 Transportation .....	11
2.2.8 Location .....	11
2.2.9 Office culture .....	12
2.2.10 Work-life balance.....	14
2.2.11 Environment.....	15
2.2.12 Workplace flexibility .....	17

3. METHODOLOGY AND IMPLEMENTATION.....	18
3.1 Methodology.....	18
3.1.2 Phase 1: Developing a conceptual framework.....	19
3.1.3 Phase 2: Method of data collection.....	21
3.1.4 Phase 3: Method of analyzing the data.....	22
3.1.5 Developing Hierarchical Framework.....	23
3.1.6 Algorithm of AHP.....	24
3.1.7 The Weightage of Alternative.....	30
3.1.8 Best Alternative.....	30
3.2 Implementation.....	31
3.3 Calculation for The Criteria.....	31
3.3.1 Construct the Pairwise Comparison Matrix.....	31
3.3.2 Normalized Matrix.....	34
3.3.3 The Weightage of Criteria.....	36
3.3.4 Consistency Matrix.....	38
3.4 Calculation for The Alternative.....	41
4. RESULTS AND DISCUSSION.....	46
5. CONCLUSIONS AND RECOMMENDATIONS.....	50
REFERENCES.....	51
APPENDIX A.....	54
APPENDIX B.....	55
APPENDIX C.....	60

## **ABSTRACT**

Employees are one of the most important components in a company's growth. As a result, it becomes one of the most key factors in selecting the best job seekers or high-quality employees for the organization. In order to reduce the turnover of an employee in a firm or a company to maintain the productivity of their company, there are several criteria that tends to be choose by the employee as every individual has their own satisfaction to be fulfill in a workplace. The objective of this study is to determine the priority of decision criteria in the selection of workplace among the students of Universiti Teknologi MARA (UiTM) Seremban 3 campus with the use of Analytical Hierarchy Process (AHP) model. The decision criteria identified in this study are salary, transportation, location, office culture, work-life balance, environment, and workplace flexibility. The result shows that the preferred workplace selection among three alternatives which are government, private or self-employed. The significance of this finding is that this can help employers in order to create a preferable workplace and job satisfaction for their employees to reduce the number of turnovers and resignations of employees. The data that have been collected is through questionnaire on criteria decision of a workplace selection which had been distributed to the students of UiTM Seremban 3 Campus and the results were obtained by using the Pairwise Comparison Matrix and AHP model. The overall results had been analyzed and can be shown that the most preferable criteria of a workplace selection are Salary as it is ranked at the top while the least preferable criteria that had been analyzed is workplace flexibility. In other hands, 34% of the respondents preferred to become and working as a Self-Employed as many people nowadays tends to do business rather than been working under a firm or company while the others 33% of them preferred to working under the Private Sector and Government, respectively.