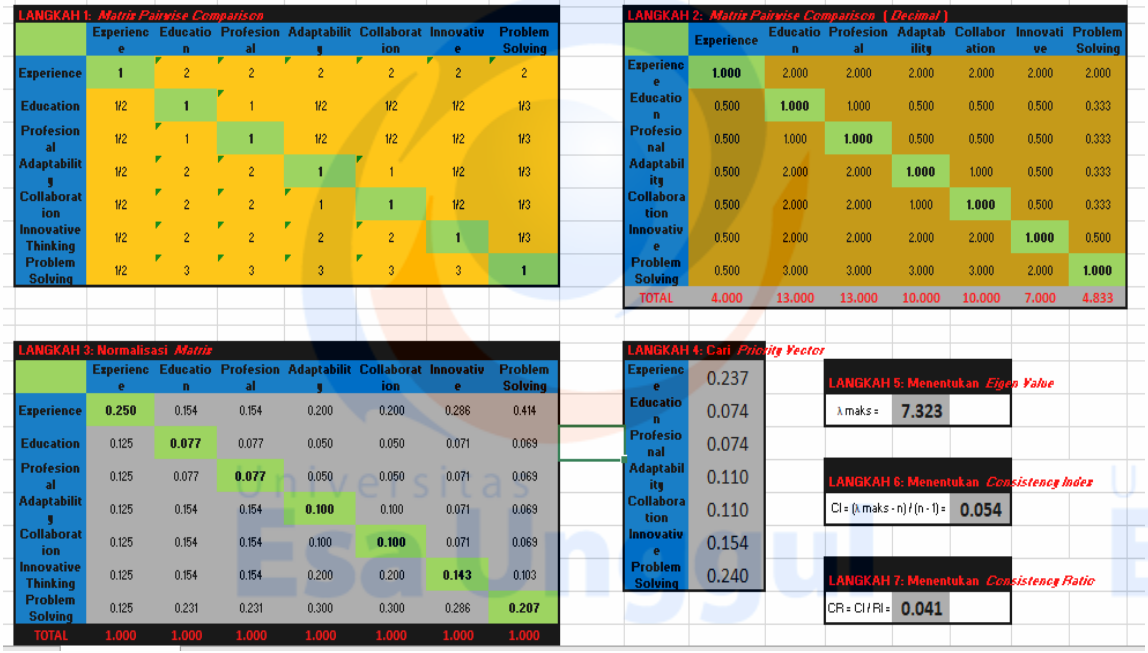
Lampiran 1

Kriteria Utama



LANGKAH 1: *Matrix Pairwise Comparison*

	Experience	Education	Profesional	Adaptability	Collaboration	Innovative	Problem Solving
Experience	1	2	2	2	2	2	2
Education	1/2	1	1	1/2	1/2	1/2	1/3
Profesional	1/2	1	1	1/2	1/2	1/2	1/3
Adaptability	1/2	2	2	1	1	1/2	1/3
Collaboration	1/2	2	2	1	1	1/2	1/3
Innovative Thinking	1/2	2	2	2	2	1	1/3
Problem Solving	1/2	3	3	3	3	3	1

LANGKAH 2: *Matrix Pairwise Comparison (Decimal)*

	Experience	Education	Profesional	Adaptability	Collaboration	Innovative	Problem Solving
Experience	1.000	2.000	2.000	2.000	2.000	2.000	2.000
Education	0.500	1.000	1.000	0.500	0.500	0.500	0.333
Profesional	0.500	1.000	1.000	0.500	0.500	0.500	0.333
Adaptability	0.500	2.000	2.000	1.000	1.000	0.500	0.333
Collaboration	0.500	2.000	2.000	1.000	1.000	0.500	0.333
Innovative	0.500	2.000	2.000	2.000	2.000	1.000	0.500
Problem Solving	0.500	3.000	3.000	3.000	3.000	2.000	1.000
TOTAL	4.000	13.000	13.000	10.000	10.000	7.000	4.833

LANGKAH 3: Normalisasi *Matrix*

	Experience	Education	Profesional	Adaptability	Collaboration	Innovative	Problem Solving
Experience	0.250	0.154	0.154	0.200	0.200	0.286	0.414
Education	0.125	0.077	0.077	0.050	0.050	0.071	0.069
Profesional	0.125	0.077	0.077	0.050	0.050	0.071	0.069
Adaptability	0.125	0.154	0.154	0.100	0.100	0.071	0.069
Collaboration	0.125	0.154	0.154	0.100	0.100	0.071	0.069
Innovative Thinking	0.125	0.154	0.154	0.200	0.200	0.143	0.103
Problem Solving	0.125	0.231	0.231	0.300	0.300	0.286	0.207
TOTAL	1.000	1.000	1.000	1.000	1.000	1.000	1.000

LANGKAH 4: Cari *Priority Vector*

Experience	0.237
Education	0.074
Profesional	0.074
Adaptability	0.110
Collaboration	0.110
Innovative	0.154
Problem Solving	0.240

LANGKAH 5: Menentukan *Eigen Value*

λ maks = 7.323

LANGKAH 6: Menentukan *Consistency Index*

CI = (λ maks - n) / (n - 1) = 0.054

LANGKAH 7: Menentukan *Consistency Ratio*

CR = CI / RI = 0.041

Sub Kriteria *Experience*

LANGKAH 1: *Matrix Pairwise Comparison*

Years	<3	>=3, <5	>=5, <8	>8
<3	1	1/2	1/3	1/4
>=3, <5	2	1	1/3	1/4
>=5, <8	3	3	1	1/3
>8	4	4	3	1

LANGKAH 2: *Matrix Pairwise Comparison (Decimal)*

Years	<3	>=3, <5	>=5, <8	>8
<3	1.000	0.500	0.333	0.250
>=3, <5	2.000	1.000	0.333	0.250
>=5, <8	3.000	3.000	1.000	0.333
>8	4.000	4.000	3.000	1.000
TOTAL	10.000	8.500	4.667	1.833

LANGKAH 3: Normalisasi *Matrix*

Years	<3	>=3, <6	>=5, <9	>8
<3	0.100	0.059	0.071	0.136
>=3, <5	0.200	0.118	0.071	0.136
>=5, <8	0.300	0.353	0.214	0.182
>8	0.400	0.471	0.643	0.545
TOTAL	1.000	1.000	1.000	1.000

LANGKAH 4: Cari *Priority*

<3	0.092
>=3, <5	0.131
>=5, <8	0.262
>8	0.515

LANGKAH 5: Menentukan *Eigen V*

λ maks = **4.201**

LANGKAH 6: Menentukan *Consist*

CI = (λ maks - n) / (n - 1) = **0.067**

LANGKAH 7: Menentukan *Consist*

CR = CI / RI = **0.074**

Sub Kriteria *Education*

LANGKAH 1: *Matrix Pairwise Comparison*

	Bachelor Degree	Master Degree	Doctorate	Professor
Bachelor Degree	1	/2	1/3	1/4
Master Degree	2	1	1/3	1/4
Docto	3	3	1	1/3
Professor	4	4	3	1

LANGKAH 2: *Matrix Pairwise Comparison (Decimal)*

	Bachelor Degree	Master Degree	Doctorate	Professor
Bachelor Degree	1.000	0.500	0.333	0.250
Master Degree	2.000	1.000	0.333	0.250
Doctorate	3.000	3.000	1.000	0.333
Professor	4.000	4.000	3.000	1.000
TOTAL	10.000	8.500	4.667	1.833

LANGKAH 3: Normalisasi *Matrix*

	Bachelor Degree	Master Degree	Doctorate	Professor
Bachelor Degree	0.100	0.059	0.071	0.136
Master Degree	0.200	0.118	0.071	0.136
Doctorate	0.300	0.353	0.214	0.182
Professor	0.400	0.471	0.643	0.545
TOTAL	1.000	1.000	1.000	1.000

LANGKAH 4: Cari *Priority Vector*

Bachelor Degree	0.092
Master Degree	0.131
Doctorate	0.262
Professor	0.515

LANGKAH 5: Menentukan *Eigen Value*

λ maks = **4.201**

LANGKAH 6: Menentukan *Consistency Index*

CI = (λ maks - n) / (n - 1) = **0.067**

LANGKAH 7: Menentukan *Consistency Ratio*

CR = CI / RI = **0.074**

Sub Kriteria *Profesional Sertification*

LANGKAH 1: *Matrix Pairwise Comparison*

	1-2	3-4	>4
1-2	1	1/2	1/2
3-4	2	1	1/2
>4	2	2	1

LANGKAH 2: *Matrix Pairwise Comparison (Decimal)*

	1-2	3-4	>4
1-2	1.000	0.500	0.500
3-4	2.000	1.000	0.500
>4	2.000	2.000	1.000
TOTAL	5.000	3.500	2.000

LANGKAH 3: Normalisasi *Matrix*

	1-2	3-4	>4
1-2	0.200	0.143	0.250
3-4	0.400	0.286	0.250
>4	0.400	0.571	0.500
TOTAL	1.000	1.000	1.000

LANGKAH 4: Cari *Priority Vector*

1-2	0.198
3-4	0.312
>4	0.490

LANGKAH 5: Menentukan *Eigen Value*

λ maks = **3.061**

LANGKAH 6: Menentukan *Consistency Index*

CI = (λ maks - n) / (n - 1) = **0.030**

LANGKAH 7: Menentukan *Consistency Ratio*

CR = CI / RI = **0.052**

Sub Kriteria *Competencies*

LANGKAH 1: *Matrix Pairwise Comparison*

Bobot	No Evidence of Proficiency	Marginally Proficient	Proficient	Exceeds	Greatly Exceeds
No Evidence of Proficiency	1	1/2	1/3	1/4	1/5
Marginally Proficient	2	1	1/2	1/3	1/4
Proficient	3	2	1	1/2	1/3
Exceeds	4	3	2	1	1/2
Greatly Exceeds	5	4	3	2	1

LANGKAH 2: *Matrix Pairwise Comparison (Decimal)*

Bobot	No Evidence of	Marginally Proficient	Proficient	Exceeds	Greatly Exceeds
No Evidence of Proficiency	1.000	0.500	0.333	0.250	0.200
Marginally Proficient	2.000	1.000	0.500	0.333	0.250
Proficient	3.000	2.000	1.000	0.500	0.333
Exceeds	4.000	3.000	2.000	1.000	0.500
Greatly Exceeds	5.000	4.000	3.000	2.000	1.000
TOTAL	15.000	10.500	6.833	4.083	2.283

LANGKAH 3: Normalisasi *Matrix*

Bobot	No Evidence of Proficiency	Marginally Proficient	Proficient	Exceeds	Greatly Exceeds
No Evidence of Proficiency	0.067	0.048	0.049	0.061	0.088
Marginally Proficient	0.133	0.095	0.073	0.082	0.109
Proficient	0.200	0.190	0.146	0.122	0.146
Exceeds	0.267	0.286	0.293	0.245	0.219
Greatly Exceeds	0.333	0.381	0.439	0.490	0.438
TOTAL	1.000	1.000	1.000	1.000	1.000

LANGKAH 4: Cari *Priority Vector*

No Evidence of Proficiency	0.062
Marginally Proficient	0.099
Proficient	0.161
Exceeds	0.262
Greatly Exceeds	0.416

LANGKAH 5: Menentukan *Eigen Value*

λ maks = **5.090**

LANGKAH 6: Menentukan *Consistency Index*

CI = (λ maks - n) / (n - 1) = **0.023**

LANGKAH 7: Menentukan *Consistency Ratio*

CR = CI / RI = **0.020**