The purpose of this research is to develop a conceptual design of decision support system for recruitment and selection of employees at PT. GMF’s with a prototype system designed. Descriptive method through a case study approach. The process of assessment criteria using Pairwise Comparison Technique and Comparison of Mechanical Performance Index (CPI). The method used to build the new recruitment system in the GMF is a method of system development life cycle (SDLC) and prototype method. SDLC methods used include the system investigation, analysis and system design. To illustrate the logic of decision support systems with data flow diagram (DFD) and entity relationship diagram (ERD). The selection process in PT. GMF’s consist of administrative selection, psychological test, interview and medical test. The conceptual decision support system (DSS) for the recruitment and selection of employees in the company of PT. GMF’s administration to phase selection using four criteria: education, age, health, and experience. While the sub-criteria used in the educational criteria include educational level, GPA, majoring suitability, and home school. The prototype system was developed using PHP as an application in the display system into the web. Supporting data obtained in the form of a conclusion, the process of finding data that relate to each other are stored into a MySQL database as a storage medium.

Keywords: DSS, Recruitment, Selection, PHP, GMF, SDLC.