SUMMARY

NUGROHO WIBISONO. Design of DSS (Decision Support System) as the Measurement of BAZNAS (National Amil Zakat Board) Amil’s Competency. Supervised by KUDANG BORO SEMINAR and IRFAN SYAUQI BEIK.

BAZNAS (National Amil Zakat Board) is a nationally formal institution that has been established based on act of number 23 in 2011, to centrally and coordinatively manage zakat in Indonesia. Recently, BAZNAS has released strategic plan issues to improve amil’s (staffs/employees) competencies and capacities. BAZNAS, however, is still lack of valid data to objectively, accurately and quickly measure the performance of its human resources (amil) as the basis of human resources development and recruitment plan and strategy. In addition, an implementation of IT becomes a part of BAZNAS’s strategic plans.

This study aimed to design a DSS (Decision Support System) implementation prototype to measure BAZNAZ amils’ competencies (i.e. soft- and hard-skills) to support the decision making process of human resource recruitment and the development in BAZNAS. This competency is categorized into prerequisite and non-prerequisite competencies. The prerequisite competencies include education, fiqih of zakat, and islamic world view, while the non-prerequisite competencies include the criteria of general competencies, internal competency assessments related to Key Performance Indicator (KPI), ownership of internal training certificates, project involvement, years of service, internal work achievements not related to KPI, external competencies (ownership of LSP competency certificates, external work achievements and ownership of non-LSP competency certificates) and islamic behavior.

The result of AHP analysis showed islamic behavior as the main priority of competency of BAZNAZ employees with weight value of 0.408; the second priority was internal competencies with weight value of 0.284; the third priority was general competencies with weight value of 0.229; and the fourth priority was external competencies with weight value of 0.078. The implementation of DSS (Decision Support System) is expected to support the BAZNAS strategic issues. The general competencies used 360° assessment and the islamic behavior used likert scale. The DSS prototype will result in 5 assessment interval scales that show the results of each amil’s competency assessment.

Keywords: Amil, BAZNAS, Competency, DSS, Expert Choice.