# APPLICATION OF THE MOORA METHOD IN SELECTING THE BEST TEACHER AT SMK METHODIST 8 MEDAN

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## Abstract

| Article Info | |
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| Received : 09/11/22<br>Revised : 23/11/22<br>Accepted: 24/12/22 | Selection of the best teacher is not an easy thing to do by an institution or the management in a foundation. The selection of the best teacher is absolutely necessary so that the management can find out how far the teacher's level of knowledge isineducating students. A decision support system is a form of computer base information system (CBIS) that isinteractive, flexible and specifically developed to support the resolution of unstructured management problems to improve decision making. Decision support systems use data as input and with a process, produce output that will help decision makers. The MOORA method is a method that has calculations with minimum and very simple calculations. This method has a good level of selectivity in determining an alternative. |

## 1. INTRODUCTION

Teachers are also called educators and teachers, but we know that not all educators are teachers, because a teacher is a professional position which in essence requires certain technical skill requirements and personality attitudes, all of which can be obtained through the process of teaching and learning and practice, Roestiyah NK said that: Methodist 8 SMKS is an educational unit with a SMK level in Glugur Kota, Kec. West Medan, Medan City, North Sumatra. In carrying out its activities, SMKS METHODIST 8 is under the auspices of the Ministry of Education and Culture. The Indonesian Methodist Christian College (PKMI) has levels starting from Elementary School, Junior High School, Senior High School and Vocational High School. With these levels, it requires difficulty in determining the best teacher each semester.

However, the process of selecting the best teacher is not an easy thing for the Foundation to do, because it is a complicated matter and becomes a big obstacle. Therefore, in order to produce a transparent and professional decision, it is necessary to have a system or method for making decisions for selecting the best teacher at SMK Methodist 8 Medan.

## 2. METHOD

In this study, determining the best teacher using the MOORA method requires teaching data for 2 years. The stages of the research conducted on the application of the MOORA Method are shown in Figure 1 below.
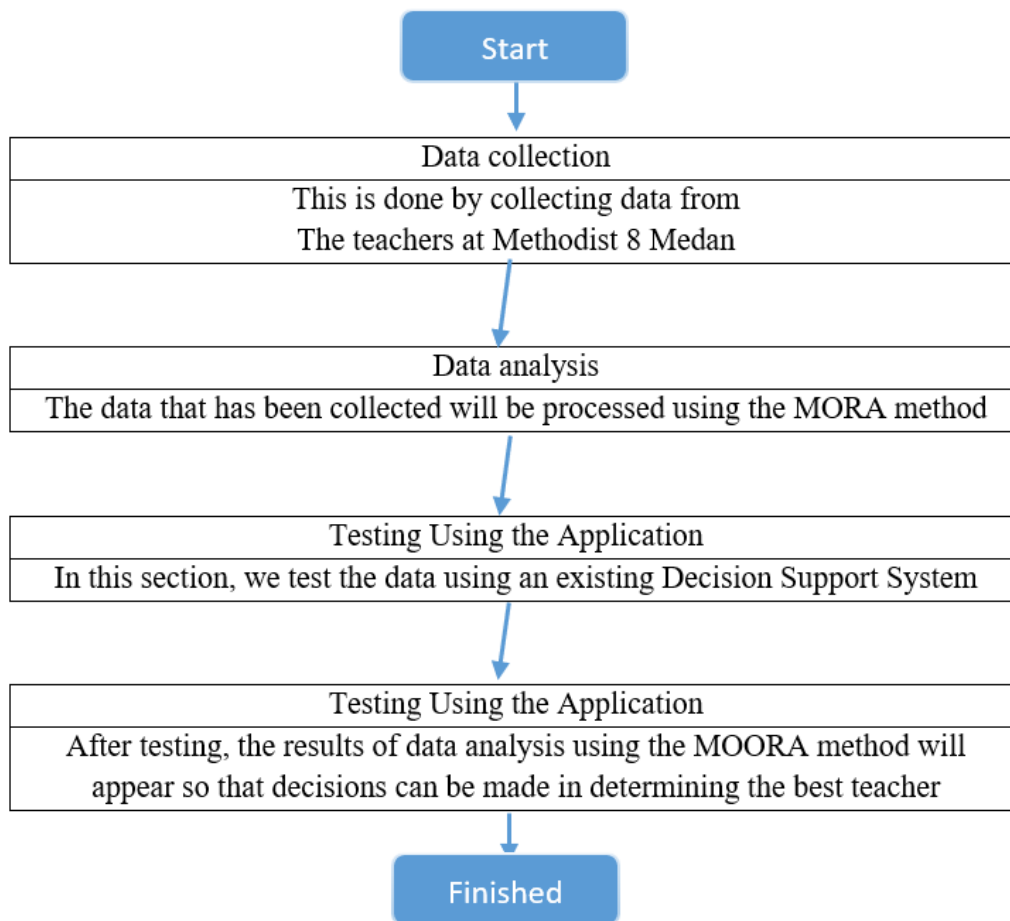
Figure 1. Research Stage

## 3.   RESULTS AND DISCUSSION

Table 1. Data

| Criteria | Weight | Type |
|----------|--------|------|
| Age | 2,2 | benefits |
| Gender | 2,1 | benefits |
| Education | 2,1 | benefits |
| Religion | 2,8 | cost |
| Income | 0.8 | cost |

Table 2. Value of Each Criterion

| Alternative | criteria | | | | |
|-------------|-----|--------|-----------|----------|--------|
| | Age | Gender | Education | Religion | Income |
| Abdulaziz | 3 | 1 | 4 | 1 | 3 |
| Rudianta Sitepu | 3 | 1 | 4 | 2 | 3 |
| Masana | 2 | 1 | 5 | 2 | 2 |
| Ukurta wake up | 3 | 1 | 5 | 2 | 4 |
| Heman Sudirman | 4 | 1 | 4 | 2 | 4 |
| Josepha Gurusinga | 3 | 1 | 4 | 3 | 3 |
| Johannes Ketaren | 4 | 1 | 4 | 2 | 2 |

Table 3. Normalization Results Normalization

| Alternative | Age | Gender | Education | Religion | Income |
|---|---|---|---|---|---|
| Abdulaziz | 0.353553391 | 0.377964473 | 0.350823208 | 0.182574186 | 0.366508333 |
| Rudianta Sitepu | 0.353553391 | 0.377964473 | 0.350823208 | 0.365148372 | 0.366508333 |
| Masana | 0.23570226 | 0.377964473 | 0.43852901 | 0.365148372 | 0.244338889 |
| Ukurta Bangun | 0.353553391 | 0.377964473 | 0.43852901 | 0.365148372 | 0.488677777 |
| Heman Sudirman | 0.471404521 | 0.377964473 | 0.350823208 | 0.365148372 | 0.488677777 |
| Josepha Gurusinga | 0.353553391 | 0.377964473 | 0.350823208 | 0.547722558 | 0.366508333 |
| Johannes Ketaren | 0.471404521 | 0.377964473 | 0.350823208 | 0.365148372 | 0.244338889 |

Table 4. Weight Normalization Table

| Criteria | Normalization * Weight | | | | |
|---|---|---|---|---|---|
| | Age | Gender | Education | Religion | Income |
| Type | benefits | benefits | benefits | cost | cost |
| Weight | 2,2 | 2,1 | 2,1 | 2,8 | 0.8 |
| Abdulaziz | 0.777817459 | 0.793725393 | 0.736728736 | -0.51120772 | -0.293206666 |
| Rudianta Sitepu | 0.777817459 | 0.793725393 | 0.736728736 | -1.022415441 | -0.293206666 |
| Masana | 0.518544973 | 0.793725393 | 0.92091092 | -1.022415441 | -0.195471111 |
| Ukurta Bangun | 0.777817459 | 0.793725393 | 0.92091092 | -1.022415441 | -0.390942222 |
| Heman Sudirman | 1.037089946 | 0.793725393 | 0.736728736 | -1.022415441 | -0.390942222 |
| Josepha Gurusinga | 0.777817459 | 0.793725393 | 0.736728736 | -1.533623161 | -0.293206666 |
| Johannes Ketaren | 1.037089946 | 0.793725393 | 0.736728736 | -1.022415441 | -0.195471111 |

Table 5. Ranking Results

| Criteria | Normalization * Weight | | | | | |
|---|---|---|---|---|---|---|
| | Age | Gender | Education | Religion | Income | Optimization |
| Type | benefits | benefits | benefits | cost | cost | Results |
| Weight | 2,2 | 2,1 | 2,1 | 2,8 | 0.8 | |
| Abdulaziz | 0.77781745 | 0.79372539 | 0.73672873 | -0.51120772 | -0.29320666 | 1.50385720 |
| Rudianta Sitepu | 0.77781745 | 0.79372539 | 0.73672873 | -1.02241544 | -0.2932066 | 0.99264948 |
| Masana | 0.51854497 | 0.79372539 | 0.92091092 | -1.02241544 | -0.1954711 | 1.01529473 |
| Ukurta Bangun | 0.77781745 | 0.79372539 | 0.92091092 | -1.02241544 | -0.3909422 | 1.07909611 |
| Heman Sudirman | 1.03708994 | 0.79372539 | 0.73672873 | -1.02241544 | -0.3909422 | 1.15418641 |
| Josepha Gurusinga | 0.77781745 | 0.79372539 | 0.73672873 | -1.53362316 | -0.2932066 | 0.48144176 |
| Johannes Ketaren | 1.03708994 | 0.79372539 | 0.73672876 | -1.02241544 | -0.1954711 | 1.34965752 |

## 4. CONCLUSION

The existence of this community service activity has proven to increase the competency of kindergarten teachersAl - Hijrah in the Serbajadi sub-district regarding technological advances and Skills Improvement in the use of attractive and interactive computer-based Microsoft Office

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