Decision support model for new employee engagement for QA engineer position in IT institution using multifactor evaluation process and weighted product model

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Oct 2021

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Declaration

I hereby declare that to the best of my knowledge, this submission is my own work and it neither contains direct material previously published nor written by another person or material, which to substantial extent, has been accepted for the award of any other academic qualification of a university or other institute of higher learning except where acknowledgement is made in the text.

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Acknowledgement

I'd like to take this opportunity to express my gratitude to my supervisor, Dr. Dasuni Nawinna, and project leader, Dr. Janaka Wijekoon, for their unwavering support and encouragement during the research process.

I would like to thank all the other lecturers & administration department for helping and guiding me.

My special thanks and gratitude go to my sister who gave me the support and guidance to make this success.

I would be grateful to my Family, office colleagues', subordinates and to all the people those who are not mentioned above, without your assistance this would have been impossible.

Abstract

In this paper explains about recruitment of best QA engineers in a IT institution. Quality Assurance in Software Testing is defined as a procedure to ensure the quality of software products or services provided to the customers by an organization.Quality assurance helps a company meet its clients' demands and expectations.It saves costs and fixes issues before problems become larger, and it helps to set and maintain quality standards by preventing problems to begin with. Depend on the performance of the QA engineer's institution can be grow or down. Therefore, hiring a best candidate for this role is more important. Most of the time selection process is done my manually. It can be more time consuming and difficult. By one mistake of recruitment team institution can be at risk. Therefore a decision support system is needed to help the selection of hiring new QA engineers. Actually decision making efficiently and effectively is not easy.To improve the accuracy of the result chosen MFEP and WP methods. Weighted Product Methods (WP) used in this study for the processing of data as this method is considered more efficient and have a shorter time needed in a calculation. Wp is an attempt to one alternative outranking the other alternative

Wp method is used as one solution in the case of acceptance of new employees for such methods to evaluate several alternatives for a set of attributes or criteria where each attribute is not interdependent with each other.multifactor Evaluation Process (MFEP) method was chosen because the MEFP method gives subjective and objective consideration to the factors that are considered important. Considerations for Weighting System on multifactors are involved and considered important.

Keyword – Recruitment, QA engineers, MFEP method, WP method, DSS

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