The first step of the process is to determine your objectives and criteria. (Try to stay below 9 criteria it makes it easier in the long run.)

So for instance let's say I am choosing a Karyawan Berprestasi. My criteria for a Karyawan Berprestasi are as follows:

1. Kedisiplinan
2. Prestasi Kerja
3. Pengalaman Kerja
4. Perilaku

So First I am going to compare my criteria vs the other criteria. This will develop my preferences on criteria.

	Kedisiplinan	**Prestasi Kerja**	**Pengalaman Kerja**	**Perilaku**
Kedisplinan	1	3		5
Prestasi Kerja		1		3
Pengalaman Kerja	7	7	1	9
Perilaku				1

My choices of values are as follows:

Value	Preference
1	Equally Preferred
2	Equally to Moderately Preferred
3	Moderately Preferred
4	Moderately to Strongly Preferred
5	Strongly Preferred
6	Strongly to Very Strongly Preferred
7	Very Strongly Preferred
8	Very Strongly to Extremely Preferred
9	Extremely Preferred

Now in the spaces that remain empty I place the inverse of their corresponding value.

	Kedisiplinan	**Prestasi Kerja**	**Pengalaman Kerja**	**Perilaku**
Kedisplinan	1.00	3.00	0.14	5.00
Prestasi Kerja	0.33	1.00	0.14	3.00
Pengalaman Kerja	7.00	7.00	1.00	9.00
Perilaku	0.20	0.33	0.11	1.00

From this I determine the weight of each individual objective. First I summarize the column values.

	Kedisiplinan	**Prestasi Kerja**	**Pengalaman Kerja**	**Perilaku**

Kedisplinan	1.00	3.00	0.14	5.00
Prestasi Kerja	0.33	1.00	0.14	3.00
Pengalaman Kerja	7.00	7.00	1.00	9.00
Perilaku	0.20	0.33	0.11	1.00
Sum:	***8.53***	***11.33***	***1.40***	***18.00***

So for the objective weight on Kedisiplinan vs Kedisiplinan it is 1 / Sum of the Kedisiplinan Column, for Kedisiplinan vs Prestasi Kerja it is .33 / 8.53 which is with rounding .039. I think proceed to take the average of the rows:

	Kedisiplinan	**Prestasi Kerja**	**Pengalaman Kerja**	**Perilaku**	*Bobot*
Kedisiplinan	0.117	0.265	0.102	0.278	*0.189*
Prestasi Kerja	0.039	0.088	0.102	0.167	*0.098*
Pengalaman Kerja	0.820	0.618	0.716	0.500	*0.666*
Perilaku	0.023	0.029	0.080	0.056	*0.047*

Finally taking the Average Values of the Relative Scores for each Criteria. I obtain the relative score for each criteria.

	Karin	**Bob**	**Steven**	**Andrea**
Kedisiplinan	72	71	70	90
Prestasi Kerja	70	73	70	80
Pengalaman Kerja	75	86	80	80
Perilaku	80	70	70	80

Finally I take the EigenValue of the choice vs the objective weight. And I arrive at the following choices for my criteria.

So For Andrea to calculate the EigenValue:

(90)(0.189)+(80)(0.098)+(80)(0.666)+(80)(0.047) = 81.89

Andrea	81.89
Bob	81.139
Steven	76.66
Karin	74.178

Karyawan Berprestasi Teratas adalah Andrea.