

ABSTRACT

EVALUATION PERFORMANCE OF EMPLOYEES AND LECTURERS USING SIMPLE ADDITIVE WEIGHTING METHOD

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The quality of human resources is important factor for the passage of an institution. STIKes Perdhaki Charitas is a health educational institution that is always seeking quality education. Assessment of the lecturers and employees is important to measure the performance result. The results of the assessment carried out at this time, currently pay less attention to the weight of each assessment criteria so that assessment becomes less accurate. Then designed a decision support system for evaluation the performance of employees and lecturers using the Simple Additive Weighting method. The method used to design the DSS using Waterfall process model, and the data collection is done by direct observation and interviews. DSS uses Xampp package (Apache, MySql and phpMyAdmin) and PHP programming. The results of this DSS based on month period and year period. The conclusion result from STIKes and DSS almost the same. But the different is the ranking. The same assessment for employees A and B is 41 get the first and second grade, and the third is C get 40. But, using DSS, the first grade is A get 38.25, the second is B get 37.50, the third is C get 36.75. The assessment for lecturers, the biggest grade is C get 77.375, the second is A get 75.5, the third is B get 75.5. But, using DSS, the first grade is A get 27.6, the second is C get 27.52, the third is B get 27.06.

Keywords: Decision Support System, Simple Additive Weighting, Employees Performance