ABSTRAK

Penilaian kinerja pegawai merupakan faktor penting dalam meningkatkan produktivitas dan efektivitas perusahaan. Proses penilaian yang masih bersifat subjektif memerlukan sistem pendukung keputusan yang mampu melakukan evaluasi secara objektif dan terukur berdasarkan berbagai kriteria. Penelitian ini bertujuan untuk merancang dan mengimplementasikan sistem pendukung keputusan penilaian kinerja pegawai menggunakan metode *Simple Additive Weighting* (SAW) pada PT Surya Energi Indotama.

Metode SAW digunakan karena mampu menghitung nilai preferensi melalui proses penjumlahan terbobot dari setiap kriteria penilaian sehingga menghasilkan peringkat alternatif secara akurat. Sistem dikembangkan dalam bentuk aplikasi berbasis web yang mengintegrasikan tahapan metode SAW, meliputi pengelolaan data pegawai, penentuan kriteria dan bobot, normalisasi matriks keputusan, hingga perhitungan nilai preferensi dan proses perankingan. Kriteria yang digunakan dalam penilaian meliputi kedisiplinan, tanggung jawab, kualitas kerja, kerja sama, dan produktivitas.

Hasil penelitian menunjukkan bahwa sistem dapat berjalan dengan baik berdasarkan pengujian *Black Box*, dimana seluruh fungsi sistem beroperasi sesuai dengan kebutuhan. Evaluasi pengguna melalui kuesioner memperoleh tingkat kelayakan sebesar 97,71% dengan kategori sangat layak. Sistem mampu menghasilkan peringkat kinerja pegawai secara otomatis, objektif, dan transparan sehingga membantu manajemen dalam proses pengambilan keputusan.

Dengan demikian, sistem pendukung keputusan yang dikembangkan dapat meningkatkan efisiensi, akurasi, dan objektivitas dalam proses evaluasi kinerja pegawai serta mendukung pengambilan keputusan manajerial secara lebih terstruktur dan terukur.

Kata kunci: Penilaian kinerja, Sistem Pendukung Keputusan, *Simple Additive Weighting* (SAW), perankingan, pembobotan.

ABSTRACT

Employee performance evaluation is an important factor in improving organizational productivity and effectiveness. Subjective assessment processes require a decision support system capable of conducting objective and measurable evaluations based on multiple assessment criteria. This study aims to design and implement an employee performance evaluation decision support system using the *Simple Additive Weighting* (SAW) method at PT Surya Energi Indotama.

The SAW method was selected because it is able to calculate preference values through weighted summation of each evaluation criterion, resulting in accurate alternative rankings. The system was developed as a web-based application that integrates all stages of the SAW method, including employee data management, criteria and weight determination, decision matrix normalization, preference value calculation, and ranking processes. The evaluation criteria consist of discipline, responsibility, work quality, teamwork, and productivity.

The implementation results indicate that the system performs well based on Black Box testing, where all system functions operate as expected. User evaluation through questionnaires achieved a feasibility level of 97.71%, categorized as highly feasible. The system is capable of generating employee performance rankings automatically, objectively, and transparently, thereby assisting management in decision-making processes.

In conclusion, the developed decision support system improves efficiency, accuracy, and objectivity in employee performance evaluation and supports managerial decision-making in a more structured and measurable manner.

Keywords: Employee performance evaluation, Decision Support System, *Simple Additive Weighting* (SAW), ranking, weighting.