Sistem Pendukung Keputusan Penilaian Kinerja Karyawan Kontrak PT. Telkom Akses Menggunakan Metode Simple Additive Weighting

MOHAMAD SHOWAM ARIFIN
(Pembimbing : Desi Purwanti Kusumaningrum, M.Kom)
Teknik Informatika - S1, FIK, Universitas Dian Nuswantoro
www.dinus.ac.id
Email : 111201106205@mhs.dinus.ac.id

ABSTRAK

Penilaian prestasi kinerja karyawan kontrak di PT. Telkom Akses belum dilaksanakan secara optimal terutama dalam menilai kinerja karyawan kontrak. Selama ini penilaian karyawan kontrak hanya ditentukan dari hasil kerjanya, belum ada kriteria penilaian yang jelas. Oleh karena itu dalam penelitian ini akan dikembangkan penilaian kinerja karyawan kontrak berdasarkan kompetensi yang diharapkan mampu mengakomodir kinerja karyawan kontrak. Penilaian kinerja karyawan kontrak terdiri daru 7 (tujuh) kompetensi yaitu disiplin, memimpin, berprestasi, komitmen, melayani, kerjasama dan proaktif dengan menggunakan metode Simple Additive Weighting (SAW). Tujuan yang ingin dicapai dalam penelitian ini adalah membuat sistem pendukung keputusan untuk menilai kinerja karyawan kontrak pada PT. Telkom Akses dengan menggunakan metode Simple Additive Weighting (SAW) sehingga dapat menilai kinerja karyawan kontrak dan menampilkan rekomendasi karyawan kontrak yang terbaik kinerjanya.

Kata Kunci	:	Kinerja, Kompetensi, PT.Telkom Akses, Rekomendasi, Simple Additive Weighting method (SAW)

DECISION SUPPORT SYSTEM FOR TEMPORARY EMPLOYEE PERFORMANCE EVALUATION ON PT. TELKOM AKSES USING SIMPLE ADDITIVE WEIGHTING METHODE

MOHAMAD SHOWAM ARIFIN
(Lecturer : Desi Purwanti Kusumaningrum, M.Kom)
*Bachelor of Informatics Engineering - S1, Faculty of Computer
Science, DINUS University*
www.dinus.ac.id
Email : 111201106205@mhs.dinus.ac.id

ABSTRACT

The achievement of temporary employees perfomance in PT Telkom Akses has not been implemented optimally, especially in assessing temporary employees perfomance. So far, the achievement of contract employees determined from the result of their work, but there has been no clear specific criteria. Therefore, this study will develop about how to assess contact employees perfomance based on their competence to accommodate their work. The assessment contract worker consist of seven competences, first competence to dicipline, second know how to lead, third has some particular achievements, fourth commitment, fifth know how to serve, sixth be able to work together, and the last proaktive by using Simple Additive Weighting method (SAW), so that it can evaluate the perfomance of contract employees and it can show the recommendations for their best perfomace.

Keyword   :   Performance, Competency, PT.Telkom Access, Recommendation, Simple Additive weighting method (SAW)