

ABSTRACT

Employees are a very important resource for determining the success of a work unit. Qualified employees will make it easier for the work unit to achieve its goals, both in terms of service and service. So far, the employee performance appraisal at the office of the ministry of law and human rights in Lampung has been carried out by the personnel division in coordination with the head of the agency.

The promotion process is obtained from a letter of recommendation or recommendation from the head of the regional work unit to the head of the competent authority based on employee evaluation and certain criteria. To be able to determine a Civil Servant can be promoted (criteria) according to Government Regulation Number 13 of 2002, namely the status of PNS, as low as one level below the specified rank, has the specified qualifications and education level.

Based on these problems, a solution is needed to simplify the decision making process for the best hospital by using the Analytical Hierarchy Process (AHP) method which is a representation of a complex problem in a multi-level structured where the first level is the objective, factor level, criteria, sub-criteria. and so on so that they can be grouped into a form of hierarchy, so the problem will appear more structured and simple (Supriadi, et al), this method is able to select alternatives from several alternatives based on predetermined criteria.

Based on the percentage score obtained 95.83%, it can be concluded using the table that the results are in the order number 1 so that it can be concluded that the results of usability testing obtained a conclusion according to the respondent, namely "Strongly Agree" that the development is appropriate. Based on the functional test of the suitability produced by 97.43%, it can be concluded based on the criteria for the percentage of accepted test results.

Keywords: *Analytical Hierarchy Process (AHP), Election, Official Candidates
Office, Ministry of Law and Human Rights, Lampung*