INTISARI

Proses penilaian kinerja guru pada instansi pendidikan yaitu sekolah seperti SMK N 1 Bumi Ratu Nuban yang berlokasi Jl. Pandawa Wates, Lampung Tengah dan terdapat 36 guru sebagai tenaga pendidik. permasalahan maupun kekurangan pada penerapan penilaian kinerja guru yang saat ini dilakukan. Secara keseluruhan proses penilaian masih menggunakan pengisian data penilaian melalui formulir yang telah dicetak dan diisi secara manual, sehingga hal tersebut masih belum sesuai dengan mekanisme penilaian kinerja guru yang berdampak terhadap penjaminan mutu guru. Penerapan penilaian kinerja guru dapat dilakukan dengan suatu metode yaitu *Key Peformance Indicator* (KPI).

Sehingga proses penilaian tersebut dapat dilakukan secara langsung dengan integrasi antara bagian dan menghasilkan rekap data penilaian dengan skor hasil yang diperoleh secara otomatis. Berdasrakan proses pengujian *usability* menghasilkan perolehan persentase dari kusioner pengujian yaitu 82,33% dapat disimpulkan menurut responden yaitu "Sangat Setuju" bahwa pengembangan tersebut telah sesuai. Hasil uji terhadap *functionality* menghasilkan persentase yang sebesar 98,46% dan dapat disimpulkan bahwa responden menilai sistem yang dibangun telah "Sukses" atau telah sesuai fungsinya.

Kata kunci : Sistem, Informasi, Penilaian, Kinerja, Guru, Web

ABSTRACT

The process of assessing teacher performance at educational institutions, namely schools such as SMK N 1 Bumi Ratu Nuban which is located on Jl. Pandawa Wates, Central Lampung and there are 36 teachers as educators. problems and shortcomings in the implementation of teacher performance assessments that are currently being carried out. Overall the assessment process still uses assessment data filling through printed forms and is filled out manually, so it is still not in accordance with the teacher performance appraisal mechanism which has an impact on teacher quality assurance. The application of teacher performance assessment can be done by a method, namely Key Performance Indicators (KPI).

So that the assessment process can be carried out directly with integration between sections and generate a recap of the assessment data with the result score obtained automatically. Based on the usability testing process, the percentage obtained from the test questionnaire is 82.33%, it can be concluded according to the respondents, namely "Strongly Agree" that the development is appropriate. The results of the test on functionality yielded a percentage of 98.46% and it can be concluded that the respondents considered the system built to have been "Successful" or was in accordance with its function.

Keywords: *System, Information, Assessment, Performance, Teacher, Web*