

ABSTRAK

SISTEM PENDUKUNG KEPUTUSAN PENENTUAN PEMBERIAN INSENTIF TERHADAP KARYAWAN TERBAIK DENGAN METODE TECHNIQUE FOR ORDER PREFERENCE BY SIMILITARY TO IDEAL SOLUTION (*TOPSIS*) BERBASIS *WEB* (STUDI KASUS : CV.KILAU RUMPUN EMAS)

Oleh:

SABTONI ACHMAD

19311193

CV Kilau Rumpun Emas merupakan perusahaan yang bergerak dibidang penyedia jasa layanan cleaning service. Dalam upaya untuk terus meningkatkan kinerja Karyawan, CV Kilau Rumpun Emas memberikan insentif kepada Karyawan yang di nilai memiliki kinerja yang unggul. Penilaian kinerja karyawan yang ada di CV Kilau Rumpun Emas selama ini masih belum objektif, hal itu disebabkan dalam pemberiannya masih di pengaruhi faktor kedekatan karyawan perusahaan dengan karyawan cleaning service sehingga dalam pemberiannya masih bersifat subjektif selain itu belum adanya sistem terkomputerisasi yang diterapkan oleh perusahaan. Oleh karena itu, solusi permasalahan tersebut akan diselesaikan dengan menerapkan sistem pendukung keputusan. Dalam perkembangannya saat ini sudah terdapat berbagai metode-metode penerapan sistem pendukung keputusan, yaitu *Rank Order Centroid (ROC)*, *Technique For Order Performance Of Similarity to Ideal Solution (TOPSIS)*, *Weighted Aggregated Sum Product Assesement (WASPAS)*, dan *Preference Selection Index (PSI)*, *Simple Additive Weighting (SAW)*, *Analytic Hierarchy Process (AHP)*. Pada penelitian ini menggunakan metode *Technique For Order Performance Of Similarity to Ideal Solution (TOPSIS)*, Penilaian dilakukan berdasarkan 5 Kriteria yang yaitu, Perilaku/Etika, Kedisiplinan, Kesehatan, Loyalitas dan Hasil kerja. Pengembangan sistem yang akan dibangun menggunakan metode Extreme Programming dan akan diimplementasikan menggunakan framework Bootstrap dengan bahasa pemograman PHP dan MySQL sebagai database. Berdasarkan pengujian yang telah dilakukan dengan menggunakan aspek pengujian Black Box. yang hasil dari perhitungan menunjukkan nilai presentase 100% atau dalam kriteria “sangat baik/sangat layak” yang disimpulkan bahwa sistem dapat diterima dan telah sesuai seperti yang diharapkan.

Kata Kunci: Black Box Testing; Extreme Programming; Penilaian kinerja karyawan; SPK; TOPSIS;

ABSTRACT

DECISION SUPPORT SYSTEM FOR DETERMINING THE PROVISION OF INCENTIVES TO THE BEST EMPLOYEES WITH THE TECHNIQUE FOR ORDER PREFERENCE BY SIMILITARY TO IDEAL SOLUTION (*TOPSIS*) WEB-BASED METHOD (CASE STUDY : CV Kilau Rumpun Emas)

By:

SABTONI ACHMAD

19311193

CV Kilau Rumpun Emas is a company engaged in providing cleaning services. In an effort to continue to improve employee performance, CV Kilau Rumpun Emas provides incentives to employees who are deemed to have superior performance. The performance assessment of employees at CV Kilau Rumpun Emas is still not objective, this is because the awarding is still influenced by the closeness of the company's employees to the cleaning service employees so that the awarding is still subjective, apart from that, there is no computerized system implemented by the company. Therefore, the solution to this problem will be solved by implementing a decision support system. In its current development there are various methods of implementing decision support systems, namely *Rank Order Centroid (ROC)*, *Technique For Order Performance Of Similarity to Ideal Solution (TOPSIS)*, *Weighted Aggregated Sum Product Assesement (WASPAS)*, dan *Preference Selection Index (PSI)*, *Simple Additive Weighting (SAW)*, *Analytic Hierarchy Process (AHP)*. Pada penelitian ini menggunakan metode *Technique For Order Performance Of Similarity to Ideal Solution (TOPSIS)*. In this research, the *Technique For Order Performance Of Similarity to Ideal Solution (TOPSIS)* method was used. The assessment was carried out based on 5 criteria, namely, Behavior/Ethics, Discipline, Health, Loyalty and Work Results. The system development will be built using the Extreme Programming method and will be implemented using the Bootstrap framework with the PHP and MySQL programming languages as the database. Based on tests that have been carried out using the Black Box testing aspect. the results of the calculation show a percentage value of 100% or in the criteria "very good/very feasible" which concludes that the system is acceptable and is as expected.

Keywords: Black Box Testing; Extreme Programming; Employee performance appraisal; SPK; TOPSIS;