

ABSTRACT

AGEL PRATAMA, Decision-Making System for Teacher Performance Assessment to Optimize School Management at SMA Negeri 4 Pariaman Using the Weighted Product Method

Schools face difficulties in determining achievement and evaluating overall teacher performance because the current system does not support decision-making. Designing and making the application of a teacher performance assessment decision support system with the weighted product (WP) method in accordance with the competence of pedagogic, professional, social, and individual criteria in teacher performance assessment, The weighted product method is a weighted summation method that is classified as Multi Criteria Decision Making (MCDM) problem solving where to achieve the goal of this method uses the optimal alternative from a number of alternatives with criteria that have been Determined. The Weighted Product (WP) method uses multiplication to relate attribute ratings, where the rating of each attribute must be ranked by the weight of the attribute in question. Based on the research that has been conducted on teacher performance assessment using the Weight Product (WP) method, the results are obtained that from 30 teacher data, there are assessment results from each teacher as a conclusion that the parameter value of 5 is very good, $4 \geq$ and < 5 are good, $3 \geq$ and < 4 are quite good $2 \geq$ and < 3 are not good, < 2 is not good.

Keywords : Teacher performance, School, Decision Making System, Weighted Product, A

ABSTRAK

AGEL PRATAMA, Sistem Pengambilan Keputusan Penilaian Kinerja Guru Untuk Optimalisasi Manajemen Sekolah Sma Negeri 4 Pariaman Menggunakan Metode Weighted Product.

Sekolah menghadapi kesulitan dalam menentukan mengevaluasi kinerja guru secara keseluruhan karena sistem yang ada saat ini belum mendukung pengambilan keputusan. Merancang dan membuat aplikasi sistem pendukung keputusan penilaian kinerja guru dengan metode *weighted product* (WP) yang sesuai dengan kompetensi kriteria pedagogik, profesional, sosial, individual dalam penilaian kinerja guru, Metode *weighted product* adalah metode penjumlahan terbobot yang tergolong dalam penyelesaian masalah *Multi Criteria Decision Making* (MCDM) dimana untuk mencapai tujuan metode ini menggunakan alternatif optimal dari sejumlah alternatif dengan kriteria yang telah ditentukan. Metode *Weighted Product* (WP) menggunakan perkalian untuk menghubungkan rating atribut, dimana rating setiap atribut harus dipangkatkan dengan bobot atribut yang bersangkutan. Berdasarkan penelitian yang telah dilakukan mengenai penilaian kinerja guru dengan menggunakan metode *Weight Product* (WP) maka didapatkan hasil bahwa dari 30 data guru, dari masing-masing guru bahwa nilai parameter 5 terdapat keputusan penilaian kinerja guru sangat bagus, nilai parameter $4 \geq$ dan < 5 terdapat keputusan penilaian kinerja guru bagus, nilai parameter $3 \geq$ dan < 4 terdapat keputusan penilaian kinerja guru cukup bagus, nilai parameter $2 \geq$ dan < 3 terdapat keputusan penilaian kinerja guru kurang bagus, nilai parameter < 2 terdapat keputusan penilaian kinerja tidak bagus.

Kata kunci : Kinerja guru, Sekolah, Sistem Pengambilan Keputusan, Weighted Product, Alternatif, Kriteria.