

ABSTRACT

Thesis Title : **DECISION SUPPORT SYSTEM FOR EMPLOYEE PERFORMANCE EVALUATION USING THE WEIGHT AGGREGATED SUM PRODUCT ASSESSMENT (WASPAS) METHOD AT SEHATI FARMA PHARMACY**

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*Employee performance appraisal is a crucial component in determining the success of an organization, including in healthcare services such as pharmacies. At Sehati Farma Pharmacy, the performance evaluation process is still conducted manually, which may lead to subjectivity and inaccuracies in decision-making. To address this issue, a **Decision Support System (DSS)** was developed to assist management in evaluating employee performance objectively and measurably. This study applies the **Weight Aggregated Sum Product Assessment (WASPAS)** method, which combines the Weighted Sum Model (WSM) and Weighted Product Model (WPM), resulting in more accurate ranking of alternatives based on defined criteria. The system was developed using the waterfall approach and tested with actual performance data from employees at Sehati Farma Pharmacy. The testing results indicate that the system can provide reliable recommendations and can be used as a basis for promotion or employee evaluation decisions. With this system, the performance appraisal process is expected to be more efficient, transparent, and capable of improving the quality of human resources in the pharmacy environment.*

Keywords: *Decision Support System, Performance Appraisal, WASPAS, Pharmacy, Employees*

ABSTRAK

Judul Skripsi : **SISTEM PENDUKUNG KEPUTUSAN PENILAIAN KINERJA KARYAWAN MENGGUNAKAN METODE WEIGHT AGGREGATED SUM PRODUCT ASSESMENT (WASPAS) DI APOTEK SEHATI FARMA**

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Penilaian kinerja karyawan merupakan aspek penting dalam menentukan keberhasilan suatu organisasi, termasuk di bidang pelayanan kesehatan seperti apotek. Di Apotek Sehati Farma, proses penilaian kinerja yang masih dilakukan secara manual berpotensi menimbulkan subjektivitas dan ketidaktepatan dalam pengambilan keputusan. Untuk mengatasi permasalahan tersebut, dibangun sebuah Sistem Pendukung Keputusan (SPK) yang mampu membantu manajemen dalam menilai kinerja karyawan secara objektif dan terukur. Penelitian ini menerapkan metode *Weight Aggregated Sum Product Assessment (WASPAS)* yang menggabungkan metode *Weighted Sum Model (WSM)* dan *Weighted Product Model (WPM)*, sehingga menghasilkan perhitungan yang lebih akurat dalam pemeringkatan alternatif berdasarkan kriteria yang ditentukan. Sistem ini dikembangkan dengan pendekatan waterfall dan diuji menggunakan data kinerja karyawan di Apotek Sehati Farma. Hasil pengujian menunjukkan bahwa sistem mampu memberikan rekomendasi yang tepat dan dapat digunakan sebagai dasar dalam pengambilan keputusan promosi maupun evaluasi karyawan. Dengan adanya sistem ini, diharapkan proses penilaian menjadi lebih efisien, transparan, dan dapat meningkatkan kualitas SDM di lingkungan apotek.

Kata Kunci: Sistem Pendukung Keputusan, Penilaian Kinerja, WASPAS, Apotek, Karyawan