

ABSTRACT

TEUKU BENRACFKY, DECISION SUPPORT SYSTEM FOR DETERMINING THE BEST EMPLOYEE AT BALAI PENELITIAN DAN PENGEMABNG (BALITBANG) SUMATERA BARAT USING THE MULTI ATTRIBUTE UTILITY THEORY (MAUT) METHOD

Evaluasi kinerja pegawai yang adil dan terukur merupakan aspek penting dalam manajemen sumber daya manusia, terutama di lembaga pemerintahan seperti Balai Penelitian dan Pengembangan (Balitbang) Sumatera Barat. Proses evaluasi yang dilakukan secara manual sering kali menimbulkan berbagai permasalahan seperti ketidakakuratan, ketidakefisienan, dan subjektivitas dalam penilaian. Untuk mengatasi permasalahan tersebut, penelitian ini bertujuan untuk membangun sebuah sistem pendukung keputusan berbasis web yang dapat membantu proses penentuan pegawai terbaik secara efisien dan transparan. Sistem ini menggunakan metode Multi Attribute Utility Theory (MAUT), yang memungkinkan evaluasi dilakukan berdasarkan beberapa kriteria yang telah ditentukan, seperti produktivitas, tanggung jawab, komunikasi, dan disiplin. Sistem ini dibangun menggunakan bahasa pemrograman PHP dan basis data MySQL. Hasil pengujian menunjukkan bahwa sistem mampu memberikan rekomendasi yang konsisten dan mendukung penilaian kinerja secara objektif. Dengan adanya sistem ini, diharapkan proses pengambilan keputusan di Balitbang Sumatera Barat menjadi lebih akurat, adil, dan berkualitas. Selain itu, sistem ini juga memberikan kemudahan dalam pengelolaan data evaluasi serta meningkatkan transparansi dalam penilaian pegawai. Penerapan metode MAUT dalam sistem ini terbukti efektif dalam membantu proses evaluasi yang kompleks dan multi-kriteria.

Kata Kunci: Sistem Pendukung Keputusan, Evaluasi Pegawai, MAUT, Balitbang, Kinerja.

ABSTRAK

TEUKU BENRACFKY, SISTEM PENDUKUNG KEPUTUSAN UNTUK MENENTUKAN PEGAWAI TERBAIK DI BALAI PENELITIAN DAN PENGEMBANGAN (BALITBANG) SUMATERA BARAT MENGUNAKAN METODE MULTI ATTRIBUTE UTILITY THEORY (MAUT)

A fair and measurable employee performance evaluation is a key component of human resource management, particularly within government agencies such as the Research and Development Agency (Balitbang) of West Sumatra. Manual evaluation methods often lead to problems such as inaccuracy, inefficiency, and subjectivity in decision-making. To overcome these issues, this study aims to develop a web-based Decision Support System (DSS) that assists in the selection of the best employees in an efficient, objective, and transparent manner. The system utilizes the Multi Attribute Utility Theory (MAUT) method, which allows evaluation based on several predefined criteria, including productivity, responsibility, communication, and discipline. The application is developed using PHP as the programming language and MySQL as the database management system. Testing results indicate that the system can provide consistent recommendations and support objective performance evaluation. The system is also equipped with a user-friendly interface that enables administrators to input, manage, and analyze employee performance data easily. By implementing this system, Balitbang West Sumatra is expected to improve the accuracy, transparency, and quality of its decision-making process regarding employee performance. Additionally, the system helps to reduce bias and ensures that the evaluation process is aligned with institutional goals and values. Overall, this research contributes to the optimization of employee assessment through the integration of decision-making technology in public sector institutions.

Keywords: Decision Support System, Employee Evaluation, MAUT, Balitbang, Performance.