

ABSTRACT

NADIA SYAFIRA, APPLICATION OF TOPSIS METHOD IN DECISION SUPPORT SYSTEM TO ASSESS THE BEST EMPLOYEES IN PASAMAN BARAT REGIONAL HOSPITAL

The development of information technology has had a major impact on improving performance efficiency, including in the employee assessment process. At the West Pasaman Regional General Hospital (RSUD), the best employee assessment is still done manually without systematic calculations, so it has the potential to produce decisions that are less objective. This kind of assessment makes it difficult for management to evaluate employee performance fairly and measurably. To overcome this problem, the Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) method is used, which is included in the Decision Making System concept. This method is able to classify employees based on eight criteria and their respective weights, namely Service (20%), Incidents (15%), Attendance (10%), Punctuality (10%), Attending Meetings (10%), Completeness of Attributes (10%), Pre Conference (12.5%), and Post Conference (12.5%). The results of implementing the TOPSIS method show that the system can evaluate employees objectively and consistently. From 30 employee assessment data, the system successfully identified the highest value of 0.72859 and the lowest of 0.26221. With these results, the hospital can make decisions more quickly, accurately, and transparently.

Keywords: West Pasaman Regional Hospital, Employee Assessment, Performance Evaluation Criteria, Decision Making System, TOPSIS Method.

ABSTRAK

NADIA SYAFIRA, PENERAPAN METODE TOPSIS DALAM SISTEM PENDUKUNG KEPUTUSAN UNTUK MENILAI PEGAWAI TERBAIK DI RSUD PASAMAN BARAT

Perkembangan teknologi informasi telah memberikan dampak besar dalam meningkatkan efisiensi kinerja, termasuk dalam proses penilaian pegawai. Di Rumah Sakit Umum Daerah (RSUD) Pasaman Barat, penilaian pegawai terbaik masih dilakukan secara manual tanpa perhitungan yang sistematis, sehingga berpotensi menghasilkan keputusan yang kurang objektif. Penilaian seperti ini menyulitkan pihak manajemen dalam mengevaluasi kinerja pegawai secara adil dan terukur. Untuk mengatasi masalah tersebut, digunakan metode *Technique for Order Preference by Similarity to Ideal Solution* (TOPSIS), yang termasuk dalam konsep Sistem Pengambilan Keputusan. Metode ini mampu mengklasifikasikan pegawai berdasarkan delapan kriteria dan bobot masing-masing, yaitu Pelayanan (20%), Insiden (15%), Kehadiran (10%), Tepat Waktu (10%), Mengikuti Rapat (10%), Kelengkapan Atribut (10%), *Pre Conference* (12,5%), dan *Post Conference* (12,5%). Hasil penerapan metode TOPSIS menunjukkan bahwa sistem dapat mengevaluasi pegawai secara objektif dan konsisten. Dari 30 data penilaian pegawai, sistem berhasil mengidentifikasi nilai tertinggi sebesar 0,72859 dan terendah 0,26221. Dengan hasil ini, pihak rumah sakit dapat mengambil keputusan dengan lebih cepat, tepat, dan transparan.

Kata Kunci : RSUD Pasaman Barat, Penilaian Pegawai, Kriteria Evaluasi Kinerja, Sistem Pengambilan Keputusan, Metode TOPSIS.