

ABSTRACT

DECISION SUPPORT SYSTEM FOR EMPLOYEE PROMOTION AT PT.PERKEBUNAN NUSANTARA IV REGIONAL IV DURIAN LUNCUK BUSINESS UNIT USING TOPSIS METHOD

The rapid advancement of information technology today requires companies to make decisions quickly, accurately, and objectively, including in the process of employee promotion. PT Perkebunan Nusantara IV Regional IV Unit Usaha Durian Luncuk faces challenges in selecting employees for promotion due to the limitations of a manual evaluation system that is prone to subjectivity. To address this issue, this study aims to develop a Decision Support System (DSS) using the TOPSIS (Technique for Order Preference by Similarity to Ideal Solution) method, accessible through a web-based platform. This research was conducted through several stages, including direct observation, interviews, literature study, system design, and system testing. The TOPSIS method is applied to rank employees based on several evaluation criteria, namely: performance, years of service, discipline, competency, and warning letters. The system was developed using PHP as the programming language, MySQL for database management, and executed via XAMPP as the local server. The analysis process includes data normalization, weighting, and calculation of the positive and negative ideal solutions to produce the final employee ranking. The testing results show that the developed system functions properly and provides evaluation outcomes

Keywords: *Decision Support System, TOPSIS, Employee Promotion, Performance Evaluation.*

ABSTRAK

SISTEM PENDUKUNG KEPUTUSAN KENAIKAN JABATAN KARYAWAN PADA PT. PERKEBUNAN NUSANTARA IV REGIONAL IV UNIT USAHA DURIAN LUNCUK MENGGUNAKAN METODE TOPSIS

Perkembangan teknologi informasi saat ini menuntut perusahaan untuk melakukan proses pengambilan keputusan secara cepat, akurat, dan objektif, termasuk dalam hal kenaikan jabatan karyawan. PT Perkebunan Nusantara IV Regional IV Unit Usaha Durian Luncuk menghadapi tantangan dalam menentukan karyawan yang layak dipromosikan, dikarenakan keterbatasan sistem evaluasi yang masih manual dan rentan terhadap subjektivitas. Untuk mengatasi hal tersebut, penelitian ini bertujuan untuk membangun Sistem Pendukung Keputusan (SPK) berbasis web dengan menggunakan metode TOPSIS (*Technique for Order Preference by Similarity to Ideal Solution*). Penelitian ini dilakukan melalui beberapa tahap, yaitu observasi langsung, wawancara, studi pustaka, serta perancangan dan pengujian sistem. Metode TOPSIS digunakan untuk menghitung peringkat karyawan berdasarkan beberapa kriteria penilaian, antara lain: kinerja, masa kerja, kedisiplinan, kompetensi, dan surat peringatan. Sistem dibangun menggunakan bahasa pemrograman PHP, basis data MySQL, dan dijalankan melalui platform XAMPP. Proses analisis mencakup normalisasi data, pembobotan, serta perhitungan solusi ideal positif dan negatif, untuk menghasilkan peringkat akhir setiap karyawan. Hasil pengujian menunjukkan bahwa sistem yang dibangun dapat berjalan dengan baik dan memberikan hasil penilaian yang efisien, objektif, dan transparan.

Kata Kunci: Sistem Pendukung Keputusan, TOPSIS, Kenaikan Jabatan, Penilaian Karyawan.