

ABSTRACT

Thesis Title : *Application of Decision Support System in Optimizing Teacher Performance Assessment at SMP Negeri 24 Padang Using the Technique for Order Preference By Similarity to Ideal Solution (TOPSIS) Method*

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Technology today is developing according to the needs of many humans. This is marked by the number of agencies or business entities that have used computerized systems with internet connections, to conduct teacher performance assessments. Teacher performance assessments at SMP Negeri 24 Padang are routinely carried out to ensure that the quality of learning is maintained. Several obstacles related to manual processes often cause difficulties in determining criteria recommendations. This study aims to develop a decision support system (DSS) that can help optimize teacher performance assessment using the Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) method to provide performance assessment with maximum results on teacher performance. Decision support systems can help decision-making in analyzing data properly and quickly so that they can make quick and appropriate decisions. The Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) method is a multi-criteria decision-making offering with many options. This study uses the Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) method as a calculation procedure in evaluating the evaluation of teacher performance in a holistic manner. The calculation procedure shows that the best alternative has a total score of 81.98 with a very good index and the minimum result on the alternative has a total score of 42.27, with a low index. The results of the research show that the implementation of the decision support system (DSS) using the TOPSIS method can provide a more effective assessment. This system is able to sort teachers based on performance level to get the best results in making decisions on teacher performance assessment at SMP Negeri 24 Padang. This research provides an increase in objectivity and efficiency in the decision-making process in conducting effective teacher performance assessments.

Keywords: **DSS, TOPSIS, Performance Assessments, PHP, MySQL**

ABSTRAK

Judul : Penerapan Sistem Pendukung Keputusan Dalam Optimalisasi Penilaian Kinerja Guru Pada SMP Negeri 24 Padang Menggunakan Metode Technique for Order preference By Similarity to Ideal Solution (TOPSIS)

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Teknologi saat ini berkembang sesuai dengan kebutuhan manusia yang banyak. Hal ini ditandai dengan banyaknya instansi-instansi atau badan usaha yang sudah menggunakan sistem terkomputerisasi dengan terhubung internet, untuk melakukan penilaian kinerja guru. Penilaian kinerja guru pada SMP Negeri 24 Padang dilakukan secara rutin memastikan kualitas pembelajaran tetap terjaga. Beberapa kendala terkait pada proses manual seringkali memunculkan kesulitan dalam menentukan rekomendasi kriteria. Penelitian ini bertujuan untuk mengembangkan sebuah sistem pendukung keputusan (SPK) yang dapat membantu optimalisasi penilaian kinerja guru menggunakan metode Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) guna memberikan penilaian kinerja dengan hasil yang maksimal terhadap kinerja guru. Sistem pendukung keputusan dapat membantu pengambilan keputusan dalam menganalisis data dengan baik dan cepat sehingga dapat mengambil keputusan yang cepat dan tepat. Metode Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) merupakan pengambilan keputusan multi kriteria yang menawarkan banyak pilihan. Penelitian ini menggunakan metode Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) sebagai prosedur perhitungan dalam mengevaluasi penilaian kinerja guru secara keseluruhan. Prosedur perhitungan menunjukkan bahwa alternatif terbaik memiliki total nilai 81,98 dengan indeks sangat baik dan hasil minimal pada alternatif memiliki total nilai 42,27, dengan indeks kurang. Hasil penelitian menunjukkan bahwa implementasi sistem pendukung keputusan (SPK) menggunakan metode TOPSIS dapat memberikan penilaian yang lebih efektif. Sistem ini mampu mengurutkan guru berdasarkan tingkat kinerja untuk mendapatkan hasil yang terbaik dalam pengambilan keputusan penilaian kinerja guru pada SMP Negeri 24 Padang. Penelitian ini memberikan peningkatan objektivitas dan efisiensi dalam proses pengambilan keputusan dalam melakukan penilaian kinerja guru yang efektif.

Kata kunci: SPK, TOPSIS, Penilaian Kinerja, PHP, MySQL