

ABSTRAK

Penerima insentif guru ditentukan dari kinerja guru dalam mengajar. Akan tetapi, hal itu tidak cukup karena samanya kinerja guru. Selain itu penentuan penerima insentif tersebut tidaklah mudah karena banyaknya jumlah guru. Penelitian ini dilakukan bertujuan sebagai pendukung keputusan dalam proses penentuan penerima insentif untuk guru di Pondok Pesantren agar lebih mudah dan lebih tepat. Data yang diolah dalam penelitian ini adalah nilai kognitif, nilai afektif, data nilai loyalitas dan nilai kreatifitas. Dalam proses penentuan penerima insentif data yang akan diujikan menggunakan metode *Multi Attribute Utility Theory* (MAUT). Hasil yang diperoleh dengan metode ini adalah mendapatkan penerima insentif. Hasil pengujian metode MAUT dari diperoleh 1 guru dengan nilai evaluasi total tertinggi yaitu 90.83 yang direkomendasikan sebagai penerima insentif sesuai dengan kriteria yang ditentukan.

Kata Kunci : SPK, MAUT, Keputusan, Insentif.

ABSTRACT

The recipient of teacher incentives is determined by the teacher's performance in teaching. However, this is not enough because of the equal performance of teachers. Besides determining the recipient of the incentives is not easy because of the large number of teachers. This research was conducted aiming as a decision support in the process of determining the recipient of incentives for teachers in Islamic boarding schools to make it easier and more precise. Data processed in this research are cognitive value, affective value, loyalty value data and creativity value. In the process of determining the recipients of data incentives that will be tested using the Multi Attribute Utility Theory (MAUT) method. The results obtained with this method are to obtain incentive recipients. The results of the MAUT method were obtained from 1 teacher with the highest total evaluation value of 90.83 who was recommended as an incentive recipient according to specified criteria.

Keywords: *SPK, MAUT, Decision, Incentives*