SISTEM PENDUKUNG KEPUTUSAN PENILAIAN KINERJA OPERATOR MACHINING MENGGUNAKAN SIMPLE ADDITIVE WEIGHTING PADA PT. KUBOTA INDONESIA
(ASSESSMENT DECISION SUPPORT SYSTEM MACHINING OPERATOR PERFORMANCE USING SIMPLE ADDITIVE WEIGHTING ON PT. INDONESIAN KUBOTA)

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ABSTRACT

So far, PT. Kubota Indonesia gives awards to its employees who are considered to have good performance in the company. But the scoring system is still subjective and ineffective. The drawback of the assessment process is that it cannot see the capabilities possessed by employees as operators in terms of hard skills and soft skills. The company needs a breakthrough in a new system that can assist in the assessment of the best operators who can be accounted for by weighting the value according to their performance. The reason for using the Simple Additive Weighting method is that the number of machining operator personnel as many as 60 people is certainly very difficult and takes quite a long time in the assessment process. The assessment of Simple Additive Weighting or commonly called SAW is done by weighting the object criteria, namely the machining operator so that the highest value can be known so that a decision matrix can be generated from several assessment objects. The system will be web-based using the PHP programming language, with a MySql database, and will run online so that it can be accessed anywhere.

Keywords: Decision Support System, Simple Additive Weighting, web, PHP

ABSTRAK

Selama ini PT. Kubota Indonesia memberikan penghargaan kepada para karyawannya yang dinilai baik kinerjanya di perusahaan. Tetapi sistem penilaiannya masih bersifat subyektif dan kurang efektif. Kekurangan dari proses penilaian tersebut adalah tidak bisa melihat kemampuan yang dimiliki oleh karyawan selaku operator dari segi *hardskills* dan *softskills.* Perusahaan membutuhkan terobosan sebuah sistem baru yang dapat membantu penilaian operator terbaik yang memang bisa dipertanggungjawabkan bobot nilai sesuai dengan kinerjanya. Alasan menggunakan metode *Simple Additive Weighting* adalah jumlah personil operator machining sebanyak 60 orang tentu sangat sulit dan cukup lama dalam proses penilaiannya. Penilaian *Simple Additive Weighting* atau yang biasa disebut *SAW* dilakukan dengan cara pembobotan kriteria objek yakni operator machining sehingga dapat diketahui nilai tertinggi sehingga dapat dihasilkan matriks keputusan dari beberapa objek penilaian. Pembuatan sistem nantinya berbasis *web* menggunakan bahasa pemrograman *PHP*, dengan *database MySql*, dan akan berjalan secara online sehingga bisa diakses dimana saja.

Kata kunci: Sistem Pendukung Keputusan, *Simple Additive Weighting, web, PHP*