

## ABSTRAK

Sebuah perusahaan perlu melakukan evaluasi kinerja karyawannya untuk meningkatkan performa karyawan dan produktifitas perusahaan. Pada perusahaan UD. Chona Art proses penilaian kinerja karyawan belum menerapkan teknologi yang mutakhir dan masih mengandalkan laporan hasil pelaksanaan tugas yang telah dilakukan oleh seorang pimpinan, cara ini kadang menimbulkan sebuah masalah, salah satunya pengumpulan data penilaian membutuhkan waktu, data yang dikumpulkan tidak terintegrasi dengan baik dan perhitungan penilaian kinerja karyawan belum menggunakan metode yang tepat. Dalam melakukan proses penilaian kinerja karyawan ada beberapa faktor yaitu standard kualifikasi penilaian kinerja dan metode penilaian yang digunakan. Proses penilaian kinerja karyawan ini meliputi kriteria penilaian Kehadiran dengan nilai bobot 10, Kedisiplinan nilai bobot 8 dan Kualitas Kerja nilai bobot 8, perhitungan penilaiannya menggunakan metode *Technique for Order Preference by Similarity to Ideal Solution (TOPSIS)* yang merupakan metode pengambilan keputusan multi kriteria yang menggunakan prinsip bahwa alternatif yang terpilih harus mempunyai jarak terdekat dengan solusi ideal positif dan jarak terjauh dengan solusi ideal negatif. Hasil penilaian kinerja dari 100 orang karyawan menggunakan sistem terdapat 55 karyawan masuk ke dalam kategori penilaian berkinerja baik dan 45 karyawan masuk ke dalam kategori penilaian berkinerja kurang baik. Sedangkan hasil penilaian kinerja manual yang dilakukan oleh perusahaan terdapat 83 karyawan masuk ke dalam kategori penilaian berkinerja baik dan 17 karyawan masuk ke dalam kategori penilaian berkinerja kurang baik. Dengan adanya aplikasi penilaian kinerja karyawan menggunakan metode TOPSIS, sistem dapat menghasilkan penilaian kinerja karyawan yang sesuai dengan sistem dan yang tidak sesuai dengan penilaian perusahaan, dan menghasilkan nilai akurasi sebesar 72%.

**Kata kunci:** Penilaian Kinerja Karyawan, *Technique for Others Preference by Similarity to Ideal Solution (TOPSIS)*, Sistem pendukung keputusan.

## ABSTRACT

A company needs to evaluate the performance of its employees to improve employee performance and company productivity. At the UD company. Chona Art the employee performance appraisal process has not yet implemented the latest technology and still relies on reports on the results of the implementation of tasks that have been carried out by a leader, this method sometimes causes a problem, one of which is the collection of assessment data takes time, the data collected is not well integrated and the calculation of employee performance appraisals has not used the right method. In carrying out the employee performance appraisal process, there are several factors, namely the performance appraisal qualification standards and the assessment methods used. This employee performance assessment process includes Attendance assessment criteria with a weight value of 10, Discipline weight value of 8 and Work Quality weight value of 8, the calculation of the assessment uses the Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) method which is a multi-criteria decision making method that uses the principle that the selected alternative must have the closest distance to the positive ideal solution and the farthest distance to the negative ideal solution. The results of the performance appraisal of 100 employees using the system are 55 employees in the good performance assessment category and 45 employees in the poor performance assessment category. While the results of manual performance appraisal conducted by the company are 83 employees into the category of good performance appraisal and 17 employees into the category of poor performance appraisal. With the application of employee performance appraisal using the TOPSIS method, the system can produce employee performance appraisals that are in accordance with the system and those that are not in accordance with the company's assessment, and produce an accuracy value of 72%.

**Keywords:** Employee Performance Appraisal, Technique for Others Preference by Similarity to Ideal Solution (TOPSIS), Decision Support System.