MONTHLY PERFORMANCE APPRAISAL SYSTEM USING FUZZY ANALYTICAL HIERARCHY PROCESS, CASE STUDY: ITS EDUCATION WORKFORCE

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Abstract

ITS as one of the institutions that provide educational services required to compete in providing various services. Services is good if education performance is good. Performance measures can be assessed qualitatively based on various criteria. One of the methods used to perform calculations based on several criteria is Analytical Hierarchy Process (AHP).

In assessing performance based on various specific criteria and in each of the criteria have sub criteria, fuzzy concepts will be used in determining the weighting in the criteria. Then do the calculation and after that performed fuzzy defuzzification to return to the form of crisp. So the end result in each of the educational staff has a value of performance.

Outcome of this thesis is a system in the form of a web-based applications. This system consists of the fornt-end pages to include the value of education personnel in each subcriteria by the user and the page back-end to make a performance calculation by admin. In the making of performance assessment calculation, this system implements AHP fuzzy. Based on the experiment, values obtained from their respective educational staff. Thus these values can help the management to support decisions in the management of existing human resources..
Keywords: Fuzzy, analytical hierarchy process, AHP, performance appraisal system