

**EMPLOYEE PERFORMANCE ASSESSMENT SYSTEM AT BENTO GROUP
INDONESIA USING WEB-BASED SIMPLE ADDITIVE WEIGHTING (SAW)**

METHOD

(Case Study: Bento Group Indonesia)

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ABSTRACT

Bento Group Indonesia is a combination of several companies. This company operates as a manager of various investment funds from investors. Their businesses range from Real Estate to Cafe & Co-working. In running its business, it is known that Bento Group Indonesia always appreciates its employees who have better performance than others. Based on the results of an interview with one of the bento branch managers, it is known that the employee performance appraisal process is still subjective which is only carried out by the manager directly, so that it becomes inefficient and less effective in its assessment. In addition, the results of the assessment are inaccurate and not in accordance with the established employee performance appraisal standards. With these problems, it causes errors in giving rewards/bonuses to employees who have the best employee performance, thus triggering a decrease in the level of performance or motivation of other employees. From the explanation, it was found that the purpose of this final project is to design an employee performance appraisal system to assist managers in the process of evaluating employee performance and facilitating employee performance evaluation at Bento Group Indonesia. In the process of evaluating employee performance, the Simple Additive Weighting (SAW) method is used. This method can make a more accurate assessment because it is based on predetermined criteria and preference weights, and can choose the best alternative from several alternatives because of the ranking process.

Keywords: *Company, reward, employee, Simple Additive Weighting, Decision Support System*