

EMPLOYEE PERFORMANCE ASSESSMENT SYSTEM USING SIMPLE ADDITIVE WEIGHTING (SAW) METHOD

GAELKY TARIGAN

Informatics Study Program, Faculty of Science & Technology

University of Technology Yogyakarta

Jl. Ringroad Utara Jombor Sleman Yogyakarta

E-mail : gaelstarigan@gmail.com

ABSTRACT

Bank Jogja is one of the financial institutions that continues to grow in Indonesia, with diverse and competent employees in various fields. As a company that continues to strive to improve the quality of service and operations, an effective performance appraisal system is needed to ensure that employees are able to work optimally according to the standards set. An effective system also plays an important role in providing constructive feedback to employees, rewarding those who excel, and encouraging overall work motivation. However, the current performance appraisal system has not been running optimally. Some of the obstacles faced include the lack of clear assessment standards, ineffective feedback, minimal training and development programs for employees, and unfairness in the application of the reward and sanction system. Seeing these problems, a structured, transparent, and fair performance appraisal system is needed to help Bank Jogja achieve its organizational goals. This system not only aims to improve individual performance, but also supports talent development, retains the best employees, and creates a productive work environment. This study aims to produce a design for a performance appraisal system that can be implemented well at Bank Jogja. With this designed system, it is expected that there will be an increase in efficiency, assessment accuracy, and fairness in managing human resources, so that Bank Jogja can continue to compete in the dynamic banking industry.

Keywords: Information System, Employee Performance, Simple Additive Weighting