

ABSTRAK

PT Sinar Alam Permai Wilmar Palembang menghadapi ketidakefisienan dalam sistem pelatihan konvensional dan kesulitan memberikan materi yang sesuai kebutuhan individual karyawan. Penelitian ini bertujuan mengembangkan aplikasi *e-training* berbasis *Website* dengan sistem rekomendasi menggunakan metode *content-based filtering*. Metode ini menganalisis *item profile* (nama dan deskripsi pelatihan) dan *user profile* (departemen dan riwayat pelatihan) untuk memberikan rekomendasi yang personal. Aplikasi dikembangkan menggunakan PHP framework Laravel dan MySQL sebagai database, dengan fitur dashboard, pengelolaan data karyawan, materi pelatihan video, *pre-test*, *post-test*, dan laporan. Hasil penelitian menunjukkan aplikasi dapat memberikan rekomendasi materi pelatihan yang relevan sesuai profil karyawan dan meningkatkan efisiensi program pelatihan tanpa batasan waktu dan tempat.

Kata kunci: *e-training*, *content-based filtering*, sistem rekomendasi, pelatihan karyawan, *website*

ABSTRACT

PT Sinar Alam Permai Wilmar Palembang faces inefficiencies in the conventional training system and difficulties in providing materials that meet the individual needs of employees. This research aims to develop a Website-based e-training application with a recommendation system using the content-based filtering method. This method analyzes item profiles (training name and description) and user profiles (department and training history) to provide personalized recommendations. The application is developed using the PHP framework Laravel and MySQL as a database, with dashboard features, employee data management, video training materials, pre-test, post-test, and reports. The results show that the application can provide recommendations for relevant training materials according to employee profiles and improve the efficiency of training programs without time and place limitation.

Keywords: *e-training, content-based filtering, recommendation system, employee training, Website*