

ABSTRAK

Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPMPTSP) Provinsi Sumatera Selatan melakukan evaluasi kinerja pegawai sebagai dasar dalam penentuan pegawai terbaik. Proses penilaian yang masih menggunakan perhitungan rata-rata memungkinkan terjadinya nilai akhir yang sama serta belum mempertimbangkan bobot setiap kriteria secara proporsional. Selain itu, pengelolaan data Perjanjian Kinerja (PK) pegawai yang masih menggunakan *Excel* menyebabkan proses pengolahan dan pemantauan data kurang efektif. Penelitian ini bertujuan membangun Sistem Pendukung Keputusan (SPK) berbasis *website* untuk membantu proses penilaian dan penentuan pegawai terbaik serta pengelolaan data Perjanjian Kinerja (PK) secara terintegrasi. Metode yang digunakan adalah *Simple Multi Attribute Rating Technique* (SMART) dengan lima kriteria penilaian, yaitu Absensi, E-Kinerja, Perjanjian Kinerja (PK), Moral, dan Integritas. Sistem dikembangkan menggunakan metode *Waterfall* dengan teknologi *CodeIgniter 4*, PHP, dan MySQL. Hasil pengujian menggunakan metode *black box testing* menunjukkan bahwa seluruh fitur sistem dapat berjalan sesuai kebutuhan fungsional. Sistem yang dibangun dapat membantu DPMPTSP Provinsi Sumatera Selatan dalam melakukan penilaian pegawai secara lebih objektif, sistematis, dan efisien serta mempermudah pengelolaan data Perjanjian Kinerja secara terpusat.

Kata Kunci : Sistem Pendukung Keputusan, SMART, Pegawai Terbaik, Perjanjian Kinerja, *Website*.

ABSTRACT

The Investment and One-Stop Integrated Service Office (DPMPTSP) of South Sumatra Province conducts employee performance evaluations as a basis for determining the best employees. The assessment process, which still uses average calculations, may result in the same final scores and does not proportionally consider the weight of each criterion. In addition, the management of Employee Performance Agreement (PK) data, which is still handled using Excel, makes the data processing and monitoring process less effective. This study aims to develop a website-based Decision Support System (DSS) to assist the employee assessment and selection process of the best employees, as well as to manage Employee Performance Agreement (PK) data in an integrated manner. The method used is the Simple Multi Attribute Rating Technique (SMART), which evaluates employees based on five criteria, namely Attendance, E-Performance, Performance Agreement (PK), Morality, and Integrity. The system was developed using the Waterfall method with CodeIgniter 4, PHP, and MySQL technologies. The results of black box testing indicate that all system features function according to the defined functional requirements. The developed system is expected to assist DPMPTSP of South Sumatra Province in conducting employee assessments more objectively, systematically, and efficiently, while also facilitating centralized management of Employee Performance Agreement data.

Keywords : Decision Support System, SMART, Best Employee, Performance Agreement, Website.