

ABSTRAK

Penentuan *Employee of the Month* di Badan Pengawas Obat dan Makanan (BPOM) Kota Palembang masih dilakukan berdasarkan pengolahan data hasil penilaian dari aplikasi SIASN, sehingga proses penentuan memerlukan waktu dan berpotensi menimbulkan perbedaan dalam pengambilan keputusan. Penelitian ini bertujuan untuk membangun sistem pendukung keputusan berbasis web yang dapat membantu proses penilaian karyawan secara lebih objektif dan efisien dengan mengimplementasikan metode *Analytical Hierarchy Process (AHP)* untuk menentukan bobot kriteria dan *Technique for Order Preference by Similarity to Ideal Solution (TOPSIS)* untuk melakukan perangkingan karyawan. Sistem dikembangkan menggunakan *framework* Laravel dengan basis data MySQL dan menerapkan konsep *Object Oriented Programming (OOP)*, serta memiliki tiga hak akses, yaitu Admin, Pimpinan, dan Karyawan. Kriteria yang digunakan meliputi Disiplin, Capaian Kompetensi, Hasil Kerja, Perilaku Kerja, dan Perilaku 360. Hasil penelitian menunjukkan bahwa sistem mampu mengotomatisasi proses pengolahan data penilaian, menghasilkan perangkingan karyawan secara objektif berdasarkan nilai preferensi *TOPSIS*, serta mendukung proses persetujuan oleh pimpinan sebelum hasil dipublikasikan kepada karyawan. Dengan demikian, sistem yang dibangun dapat membantu meningkatkan efektivitas, efisiensi, dan transparansi dalam proses penentuan *Employee of the Month*.

Kata Kunci : Sistem Pendukung Keputusan, *Employee of the Month*, *AHP*, *TOPSIS*, Laravel.

ABSTRACT

The process of selecting the Employee of the Month at the Food and Drug Supervisory Agency (BPOM) in Palembang is still based on data processed from the evaluation results in the SIASN application, which means the decision-making process takes time and may lead to differences in the outcome. This study aims to create a web-based decision support system that helps evaluate employees more objectively and efficiently by using the Analytical Hierarchy Process (AHP) method to determine the weight of each criterion and the Technique for Order Preference by Similarity to Ideal Solution (TOPSIS) method to rank employees. The system was built using the Laravel framework, with a MySQL database, and it uses Object Oriented Programming (OOP) concepts. It has three access levels: Admin, Leader, and Employee. The criteria include Discipline, Competency Achievement, Work Results, Work Behavior, and 360 Degree Behavior. Research results show that the system is able to automate the data processing for evaluations, producing an objective ranking of employees based on the TOPSIS preference values, and also supports the approval process by supervisors before the results are published to the employees. So, the system built can help improve effectiveness, efficiency, and transparency in the process of selecting Employee of the Month.

Keywords : Decision Support System, Employee Of The Month, AHP, TOPSIS, Laravel.