

ABSTRAK

Penelitian ini dilatarbelakangi oleh proses penilaian kinerja karyawan di PT. Titis Sampurna Prabumulih yang masih dilakukan secara manual melalui *Weekly Meeting*, yang menyebabkan keterlambatan dalam mendeteksi penurunan kinerja. Tujuan dari penelitian ini adalah untuk mengimplementasikan metode *Simple Additive Weighting* (SAW) pada Aplikasi *Early Warning System* Berbasis *Website*, guna meningkatkan efektivitas penilaian kinerja karyawan dan mendukung pengambilan keputusan yang lebih cepat dan objektif. Metode yang digunakan dalam penelitian ini meliputi observasi, wawancara, serta perancangan dan pengembangan aplikasi berbasis *Website*. Hasil penelitian menunjukkan bahwa aplikasi ini dapat menghitung nilai kinerja karyawan secara otomatis, memberikan peringatan dini melalui notifikasi, dan membantu supervisor dalam memantau kinerja karyawan. Diharapkan, aplikasi ini dapat meningkatkan akurasi dalam penilaian kinerja dan mempercepat proses pengambilan keputusan di PT. Titis Sampurna Prabumulih.

Kata Kunci : *Simple Additive Weighting* (SAW), *Early Warning System* (EWS), Penilaian Kinerja Karyawan, Aplikasi Berbasis *Website*, Pengambilan Keputusan.

ABSTRACT

This research is motivated by the performance evaluation process at PT. Titis Sampurna Prabumulih, which is still carried out manually through Weekly Meetings, leading to delays in detecting performance decline. The purpose of this research is to implement the Simple Additive Weighting (SAW) method in a Web-Based Early Warning System Application, in order to enhance the effectiveness of employee performance evaluations and support faster and more objective decision-making. The methods used in this research include observation, interviews, as well as the design and development of a web-based application. The Results of the research show that this application can automatically calculate employee performance scores, provide early warnings through notifications, and assist supervisors in monitoring employee performance. It is expected that this application will improve the accuracy of performance evaluations and accelerate decision-making processes at PT. Titis Sampurna Prabumulih.

Keywords: Simple Additive Weighting (SAW), Early Warning System (EWS), Employee Performance Evaluation, Web-Based Application, Decision-Making.