

ABSTRAK

Proses absensi pegawai Penyedia Jasa Lainnya Perorangan (PJLP) pada Dinas Pemadam Kebakaran Kota Palembang masih dilakukan menggunakan Google Form yang diisi satu kali dalam seminggu. Kondisi tersebut menyebabkan data kehadiran tidak tercatat secara langsung serta menyulitkan proses rekapitulasi dan evaluasi kinerja pegawai karena data absensi dan kegiatan belum dikelola dalam satu sistem yang terintegrasi. Penelitian ini bertujuan membangun Sistem Pendukung Keputusan Evaluasi Kinerja Pegawai PJLP berbasis *website* yang dapat membantu pengelolaan absensi, laporan kegiatan, dan proses penilaian kinerja pegawai. Metode pengembangan sistem yang digunakan adalah Agile, sedangkan metode pengambilan keputusan yang diterapkan adalah *Multi-Objective Optimization on the Basis of Ratio Analysis* (MOORA). Penilaian menggunakan tiga kriteria, yaitu Absensi sebagai kriteria benefit dengan bobot 40%, Kedisiplinan sebagai kriteria benefit dengan bobot 25%, dan Jumlah Kegiatan sebagai kriteria benefit dengan bobot 35%. Sistem dikembangkan menggunakan framework Laravel, bahasa pemrograman PHP, basis data MySQL, dan Tailwind CSS. Sistem memiliki tiga pengguna, yaitu pegawai, admin, dan kepala bidang, dengan fitur utama berupa absensi, laporan kegiatan, monitoring data pegawai, perhitungan MOORA, dan pemeringkatan hasil evaluasi kinerja. Berdasarkan hasil pengujian menggunakan metode *black box testing*, fungsi-fungsi utama pada sistem dapat berjalan sesuai dengan skenario yang telah ditentukan. Sistem yang dibangun dapat membantu proses pencatatan kehadiran dan kegiatan pegawai menjadi lebih terintegrasi serta mendukung proses evaluasi kinerja pegawai secara lebih terstruktur, terukur, dan objektif.

Kata Kunci: Sistem Pendukung Keputusan, Evaluasi Kinerja, MOORA, *Website*.

ABSTRACT

The attendance process for Individual Other Service Provider personnel (Penyedia Jasa Lainnya Perorangan or PJLP) at the Palembang City Fire Department is currently conducted using Google Forms, which are completed once a week. This condition prevents attendance data from being recorded directly and complicates the employee performance recapitulation and evaluation process because attendance and activity data have not been managed in an integrated system. This study aims to develop a website-based Decision Support System for evaluating the performance of PJLP personnel that supports attendance management, activity reporting, and employee performance assessment. The system development method used in this study is Agile, while the decision-making method applied is Multi-Objective Optimization on the Basis of Ratio Analysis (MOORA). The evaluation uses three criteria: Attendance as a benefit criterion with a weight of 40%, Discipline as a benefit criterion with a weight of 25%, and Number of Activities as a benefit criterion with a weight of 35%. The system was developed using the Laravel framework, PHP programming language, MySQL database, and Tailwind CSS. The system consists of three types of users: employees, administrators, and division heads. Its main features include attendance recording, activity reporting, employee data monitoring, MOORA calculation, and employee performance ranking. Based on the results of black-box testing, the main system functions operated according to the predetermined testing scenarios. The developed system can support more integrated attendance and activity recording and assist the employee performance evaluation process in a more structured, measurable, and objective manner.

Keywords: Decision Support System, Performance Evaluation, MOORA, Website