

ABSTRAK

Pelatihan karyawan merupakan salah satu upaya penting untuk meningkatkan kompetensi sumber daya manusia agar sesuai dengan kebutuhan organisasi. Pada PT Bank Pembangunan Daerah Sumatera Selatan dan Bangka Belitung, proses pengelolaan serta penentuan jenis pelatihan karyawan masih dilakukan secara konvensional sehingga memerlukan waktu yang relatif lama dan berpotensi menyebabkan ketidaktepatan dalam pengambilan keputusan. Penelitian ini bertujuan merancang dan membangun aplikasi pengelolaan pelatihan karyawan berbasis *website* dengan menerapkan metode *Decision Tree* untuk membantu proses klasifikasi jenis pelatihan karyawan. Metode penelitian yang digunakan meliputi observasi, wawancara, dan studi pustaka, sedangkan pengembangan sistem menggunakan metode *Waterfall*. Proses klasifikasi dilakukan menggunakan algoritma *Decision Tree* berdasarkan atribut yang telah ditentukan. Pengujian sistem dilakukan menggunakan *Black Box Testing* untuk memastikan seluruh fungsi aplikasi berjalan sesuai kebutuhan, sedangkan evaluasi model dilakukan menggunakan *confusion matrix* untuk mengukur kinerja klasifikasi. Hasil penelitian menunjukkan bahwa aplikasi berhasil dibangun dan mampu mendukung pengelolaan data pelatihan karyawan secara lebih efektif dan terstruktur. Berdasarkan hasil evaluasi, model *Decision Tree* memperoleh tingkat akurasi sebesar 98,53% sehingga mampu membantu Divisi *Human Capital* dalam menentukan jenis pelatihan karyawan secara lebih cepat, objektif, dan tepat sasaran.

Kata Kunci: Pengelolaan Pelatihan Karyawan, *Decision Tree*, Klasifikasi, *Website*.

ABSTRACT

Employee training is an essential effort to improve human resource competencies in accordance with organizational needs. At PT Bank Pembangunan Daerah Sumatera Selatan dan Bangka Belitung, the process of managing and determining employee training types is still carried out conventionally, making it relatively time-consuming and potentially leading to inaccurate decision-making. This study aims to design and develop a web-based Employee Training Management Application by implementing the Decision Tree method to support the classification of appropriate employee training types. The research methods employed include observation, interviews, and literature review, while the system was developed using the Waterfall model. The classification process was performed using the Decision Tree algorithm based on predetermined attributes. System testing was conducted using Black Box Testing to ensure that all application functions operated according to the specified requirements, while model evaluation was carried out using a confusion matrix to measure classification performance. The results indicate that the application was successfully developed and is capable of supporting employee training management in a more effective and well-structured manner. Furthermore, the evaluation results show that the Decision Tree model achieved an accuracy of 98.53%, demonstrating its effectiveness in assisting the Human Capital Division in determining appropriate employee training types more quickly, objectively, and accurately.

Keywords: Employee Training Management, Decision Tree, Classification, Website.