ABSTRAK

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Karyawan merupakan bagian dari perusahaan yang berperan penting dalam menjalankan berbagai tugas dan tanggung jawab demi kelancaran operasional perusahaan. Kesuksesan perusahaan bergantung pada kinerja setiap karyawannya, maka diperlukan sebuah penilaian terhadap kinerja tiap karyawan guna meningktakan kualitas diri pada setiap karyawan. Dalam penentuan kinerja karyawan terbaik di toko Centrum Jember masih dilakukan secara subjektif dan belum terkomputerisasi, sehingga masih belum efektif dan efisien dalam ketepatan saat pengolahan data. Pemilihan karyawan terbaik di toko Centrum jember berdasarkan beberapa faktor diantaranya kerjasama, produktivitas, tanggung jawab, sikap, loyalitas, dan absensi. Penelitian ini bertujuan untuk mengimplementasikan metode *Simple Additive Weighting (SAW)* dalam Sistem Pendukung Keputusan (SPK) berbasis website untuk menentukan karyawan terbaik di toko Centum Jember. Metodologi pada penelitian ini melibatkan studi literatur, pengumpulan data, pengembangan sistem, uji coba sistem, dan penyusunan laporan yang digunakan sebagai patokan dalam penyelesaian penelitian ini. Data diperoleh melalui wawancara dengan manajer toko Centrum Jember. Setelah data diperoleh, lalu dilakukan proses pengolahan data dengan metode *Simple Additive Weighting (SAW)* dan didapatkan hasil alternatif karyawan terbaik pada toko Centrum Jember dengan nilai 0.92. Kesimpulan penelitian ini adalah penerapan metode *Simple Additive Weighting (SAW)* dalam Sistem Pendukung Keputusan (SPK) penentuan karyawan terbaik di toko Centrum Jember berbasis website telah berhasil dibangun, dimana sistem berhasil memproses data dengan benar dan baik, dan dapat membantu pihak toko Centrum Jember dalam menentukan karyawan terbaiknya.

Kata Kunci : Karyawan, Sistem Pendukung Keputusan, *Simple Additive Weighting*

ABSTRACT

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Employees are part of the company who play an important role in carrying out various tasks and responsibilities for the smooth running of the company's operations. The company's success depends on the performance of each employee, so an assessment of each employee's performance is needed in order to improve the quality of each employee. Determining the best employee performance at the Centrum Jember store is still done subjectively and has not been computerized, so it is still not effective and efficient in terms of accuracy when processing data. The selection of the best employees at the Centrum Jember store is based on several factors including cooperation, productivity, responsibility, attitude, loyalty and absenteeism. This research aims to implement the Simple Additive Weighting (SAW) method in a website-based Decision Support System (SPK) to determine the best employees at the Centum Jember store. The methodology in this research involves literature study, data collection, system development, system testing, and preparation of reports which are used as a benchmark in completing this research. Data was obtained through interviews with the Centrum Jember store manager. After the data was obtained, data processing was carried out using the Simple Additive Weighting (SAW) method and the best alternative employee results were obtained at the Centrum Jember store with a value of 0.92. The conclusion of this research is that the application of the Simple Additive Weighting (SAW) method in the Decision Support System (SPK) for determining the best employees at the Centrum Jember store based on the website has been successfully built, where the system has succeeded in processing the data correctly and well, and can help the Centrum Jember store in determine the best employees.
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Keywords *: Employee, Decision Support System, Simple Additive Weighting.*