ABSTRACT

Web-Based Decision Making Techniques Using Analytical Hierarchy Process in the Teacher Performance Evaluation Process

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Performance evaluation is an important component of human resource management that provides deep insight into an individual's contribution to organizational achievement. In practice, teacher performance evaluation at Erenos School faces various challenges. First, the complexity of teachers' work demands a comprehensive and detailed assessment. Second, subjectivity in the evaluation process can reduce validity and objectivity, so that assessments made based on personal opinions can result in inaccurate and unfair assessments. This research aims to develop a decision support system that utilizes the Analytical Hierarchy Process (AHP) method in the teacher performance evaluation process. This research uses the criteria of competence, ability to manage the teaching and learning process, and compliance in the performance evaluation process. Through this approach, software computing can provide performance assessment and assist school leaders in making more objective and measurable decisions.

Keywords: *performance evaluation, decision support system, AHP method*

Libraries   : 22

Publication Years   : 2019-2024