

## ABSTRAK

Penilaian kinerja karyawan merupakan aspek penting dalam mendukung pencapaian tujuan perusahaan. Proses ini harus dilakukan secara objektif, terstruktur, dan transparan untuk memastikan keadilan dalam pengambilan keputusan, seperti promosi, insentif, atau pemberhentian kerja. PT. Eka Mas Republik, melalui unit My Republic, membutuhkan sistem yang mampu menilai performa karyawan dengan adil dan efektif.

Penelitian ini bertujuan membangun Sistem Pendukung Keputusan (SPK) berbasis metode *Weighted Product* (WP) untuk menentukan karyawan terbaik berdasarkan enam kriteria utama: etika dan perilaku, tanggung jawab, kedisiplinan, kecakapan kerja, kehadiran, dan integritas. Metodologi penelitian menggunakan pendekatan kualitatif dengan teknik wawancara serta pengembangan sistem menggunakan *Rapid Application Development* (RAD).

Implementasi metode WP dilakukan dengan proses pembobotan kriteria, pemberian rating sub-kriteria, perhitungan nilai preferensi (S), dan penentuan ranking akhir berdasarkan nilai relatif (V). Hasil sistem menunjukkan bahwa metode WP efektif dalam memberikan penilaian yang akurat, terukur, dan dapat membantu manajemen dalam pengambilan keputusan strategis terkait pengembangan sumber daya manusia.

**Kata Kunci:** Sistem Pendukung Keputusan, Kinerja Karyawan, *Weighted Product*, RAD, My Republic

## **ABSTRACT**

Employee performance assessment is an important aspect in supporting the achievement of company goals. This process must be carried out objectively, structured, and transparently to ensure fairness in decision making, such as promotions, incentives, or termination of employment. PT. Eka Mas Republik, through the My Republic unit, requires a system that is able to assess employee performance fairly and effectively.

This study aims to build a Decision Support System (DSS) based on the Weighted Product (WP) method to determine the best employees based on six main criteria: ethics and behavior, responsibility, discipline, work skills, attendance, and integrity. The research methodology uses a qualitative approach with interview techniques and system development using Rapid Application Development (RAD).

The implementation of the WP method is carried out by the process of weighting criteria, providing sub-criteria ratings, calculating preference values (S), and determining the final ranking based on relative values (V). The results of the system show that the WP method is effective in providing accurate, measurable assessments and can assist management in making strategic decisions related to human resource development.

**Keywords: Decision Support System, Employee Performance, Weighted Product, RAD, My Republic**