

ABSTRAK

Berlian Nanda Prisilia Nugroho, 2026. Sistem Pendukung Keputusan Penilaian Kinerja Karyawan Menggunakan Metode *Profile Matching* (Studi Kasus: Toko Swalayan Dharma Dwija). Skripsi. Program Studi Teknik Informatika, Fakultas Teknik, Universitas PGRI Madiun. Pembimbing (I) Saifulloh, S.Kom., M.Kom. Pembimbing (II) Yessi Yunitasari, S.Kom., M.Cs

Penilaian kinerja karyawan di Toko Swalayan Dharma Dwija saat ini masih dilakukan secara manual melalui pengamatan langsung oleh kepala toko tanpa adanya sistem perhitungan terstruktur. Hal ini memicu potensi subjektivitas, kurangnya transparansi, waktu proses yang lama, serta risiko kesalahan data. Penelitian ini bertujuan membangun Sistem Pendukung Keputusan penilaian kinerja karyawan berbasis *website* menggunakan metode *Profile Matching*. Metode ini membandingkan nilai aktual karyawan dengan target berdasarkan aspek kedisiplinan, tanggung jawab, kemampuan kerja, dan kerja sama melalui tahapan perhitungan nilai *gap*, *core factor*, *secondary factor*, hingga *perankingan*. Sistem dikembangkan menggunakan metode *Extreme Programming* yang terdiri dari tahap perencanaan, desain, pemrograman, dan pengujian. Sistem yang dibangun menyediakan fitur kelola data karyawan, kriteria, nilai alternatif, proses hitung, laporan, serta profil pengguna. Hasil penelitian ini berupa aplikasi SPK berbasis *website* yang diharapkan dapat membantu kepala toko dalam menilai kinerja karyawan secara lebih objektif, terstruktur, efektif, dan akurat.

Kata kunci: Sistem Pendukung Keputusan, *Profile Matching*, Penilaian Kinerja, *Website*, *Extreme Programming*.

ABSTRACT

Berlian Nanda Prisilia Nugroho, 2026. *Employee Performance Assessment Decision Support System Using Profile Matching Method (Case Study: Dharma Dwija Supermarket)*. Thesis. Informatics Engineering Study Program, Faculty of Engineering, Universitas PGRI Madiun. Advisor (I) Saifulloh, S.Kom., M.Kom. Co-Advisor (II) Yessi Yunitasari, S.Kom., M.Cs.

Employee performance evaluation at Dharma Dwija Supermarket is currently still conducted manually through direct observation by the store manager without a structured calculation system. This triggers potential subjectivity, a lack of transparency, long processing times, and risks of data errors. This study aims to build a web-based Decision Support System for employee performance evaluation using the Profile Matching method. This method compares employees' actual scores with target scores based on aspects of discipline, responsibility, work ability, and cooperation through the calculation stages of gap values, core factors, secondary factors, up to ranking. The system was developed using the Extreme Programming method, which consists of planning, design, coding, and testing phases. The built system features management of employee data, criteria, alternative values, calculation processes, reports, and user profiles. The result of this study is a web-based DSS application that is expected to assist the store manager in evaluating employee performance objectively, structurally, effectively, and accurately.

Keywords: *Decision Support System, Profile Matching, Performance Evaluation, Website, Extreme Programming.*