

## REFERENCES

- [1] R. Ayu Sekarini, Agustin Widyaningsih, Lisa Putri Khairani, and M Arya Dirgantara, “Factors Affecting Employee Performance at the Ministry of Health Republic of Indonesia.,” *International Journal of Integrative Sciences*, vol. 2, no. 7, pp. 1149–1160, Jul. 2023, doi: 10.55927/ijis.v2i7.5163.
- [2] A. D. Diamantidis and P. Chatzoglou, “Factors affecting employee performance: an empirical approach,” *International Journal of Productivity and Performance Management*, vol. 68, no. 1, pp. 171–193, Jan. 2019, doi: 10.1108/IJPPM-01-2018-0012.
- [3] B. P. Hapsari and S. R. Cholil, “Sistem Pendukung Keputusan Pemberian Bonus Karyawan Menggunakan Metode MOORA,” *Jurnal Ilmiah Informatika*, vol. 7, no. 1, pp. 21–28, Jun. 2022, doi: 10.35316/jimi.v7i1.21-28.
- [4] M. R. Ali, S. Andryana, and D. Hidayatullah, “Perancangan Sistem Pendukung Keputusan Penerimaan Beasiswa Menggunakan Metode Analytical Hierarchy Process (AHP), Simple Additive Weighting (SAW) dan Elimination Et Choix Traduisant la Realite (ELECTRE),” *Jurnal JTIK (Jurnal Teknologi Informasi dan Komunikasi)*, vol. 5, no. 3, p. 257, Jul. 2021, doi: 10.35870/jtik.v5i3.217.
- [5] D. Novianti, A. Oktaviani, D. Sarkawi, A. Aldyanto, and A. F. Syahidan, “The Best Employee Decision Support System Using the Analytical Hierarchy Process Method at PT ASDP Indonesia Ferry (Persero),” *Jurnal Riset Informatika*, vol. 5, no. 3, pp. 295–302, Jun. 2023, doi: 10.34288/jri.v5i3.454.
- [6] M. Badaruddin, “Sistem Pendukung Keputusan Penilaian Kinerja Karyawan Menerapkan Kombinasi Metode Simple Additive Weighting (SAW) dengan Rank Order Centroid (ROC),” *JURNAL MEDIA INFORMATIKA BUDIDARMA*, vol. 3, no. 4, p. 366, Oct. 2019, doi: 10.30865/mib.v3i4.1508.
- [7] V. D. Iswari, F. Y. Arini, and M. A. Muslim, “Decision Support System for

- the Selection of Outstanding Students Using the AHP-TOPSIS Combination Method,” *Lontar Komputer : Jurnal Ilmiah Teknologi Informasi*, p. 40, May 2019, doi: 10.24843/lkjiti.2019.v10.i01.p05.
- [8] M. C. Ramadhan, J. Wiratama, and A. A. Permana, “A PROTOTYPE MODEL ON DEVELOPMENT OF WEB-BASED DECISION SUPPORT SYSTEM FOR EMPLOYEE PERFORMANCE ASSESSMENTS WITH SIMPLE ADDITIVE WEIGHTING METHOD,” *JSiI (Jurnal Sistem Informasi)*, vol. 10, no. 1, pp. 25–32, Mar. 2023, doi: 10.30656/jsii.v10i1.6137.
- [9] A. B. Pohan, S. W. Hadi, S. Rahmatullah, R. A. Zuama, A. Rifai, and D. Gunawan, “Employee Performance Appraisal Using Decision Support System by AHP and TOPSIS Methods,” *Jurnal Teknik Komputer*, vol. 7, no. 1, pp. 100–105, Feb. 2021, doi: 10.31294/jtk.v7i1.9670.
- [10] R. Hidayat and U. Darussalam, “PERBANDINGAN METODE SAW DAN AHP PADA SISTEM PENDUKUNG KEPUTUSAN WEB BASED SELEKSI KARYAWAN TERBAIK,” *JIPi (Jurnal Ilmiah Penelitian dan Pembelajaran Informatika)*, vol. 7, no. 1, pp. 209–223, Feb. 2022, doi: 10.29100/jipi.v7i1.2627.
- [11] B. Laia and B. Sinaga, “Decision Support System for Employee Performance Using AHP Method,” *International Journal of Basic and Applied Science*, vol. 10, no. 3, pp. 116–125, Dec. 2021, doi: 10.35335/ijobas.v10i3.33.
- [12] M. Rizkiansyah, Y. Yunita, and N. R. Oktadini, “BEST EMPLOYEE ASSESSMENT DECISION SUPPORT SYSTEM USING ANALYTICAL HIERARCHY PROCESS (AHP) AND ADDITIVE RATIO ASSESSMENT (ARAS) METHODS,” *Sriwijaya Journal of Informatics and Applications*, vol. 3, no. 1, pp. 10–19, Jan. 2022, doi: 10.36706/sjia.v3i1.33.
- [13] M. D. Irawan, H. Situmorang, R. Sitanggang, and D. Sawitri, “Decision Support System for Determining Employee Movements Using the COPRAS Method,” *CESS (Journal of Computer Engineering, System and Science)*, vol. 8, no. 1, p. 220, Jan. 2023, doi: 10.24114/cess.v8i1.43002.

- [14] A. Tryana and A. Agustianie, “Decision Support System for Performance Assessment in Raising Teacher Salaries Using the SAW Method at MA’ARIF Vocational School,” *Edutran Computer Science and Information Technology*, vol. 1, no. 1, pp. 75–83, Mar. 2023, doi: 10.59805/ecsit.v1i1.39.
- [15] S. Romadhoni and A. Diana, “Decision Support System For Teacher Performance Assessment at the Yayasan Pendidikan Islam Al-Islamiyah with the Analytical Hierarchy Process Method (AHP),” *CESS (Journal of Computer Engineering, System and Science)*, vol. 7, no. 2, p. 299, Jul. 2022, doi: 10.24114/cess.v7i2.34980.
- [16] D. Yuliana, F. Ayu, I. Mas’ud, F. Hidayat, and S. Alfadri, “Application of Decision Support System For Employee’s Bonus Using Analytical Hierarchy Process Method,” *Journal of Applied Engineering and Technological Science (JAETS)*, vol. 4, no. 1, pp. 441–450, Dec. 2022, doi: 10.37385/jaets.v4i1.1181.
- [17] D. Wiguna, “Decision Support System to Determine the Location of a Cake Shop Retail Business Using the AHP Method and Simple Additive Weighting (SAW),” *SYSTEMATICS*, vol. 2, no. 2, pp. 79–85, Aug. 2020, doi: 10.35706/sys.v2i2.3831.
- [18] N. R. Silaen *et al.*, *Kinerja Karyawan*. Bandung: CV WIDINA MEDIA UTAMA, 2021.
- [19] M. Sumual, Daud Liando, and Rares Joyce, “Kinerja Pegawai Negeri Sipil Di Kantor Kecamatan Sario Kota Manado,” *Jurnal Ilmiah Society*, vol. 3, no. 20, pp. 1–16, 2016.
- [20] P. Szabó, M. Mílkva, J. Vaňová, and P. Marková, “Employee Performance in the Context of the Problems of Measurement and Evaluation in Practice,” *Research Papers Faculty of Materials Science and Technology Slovak University of Technology*, vol. 25, no. 41, pp. 63–70, Sep. 2017, doi: 10.1515/rput-2017-0022.
- [21] F. Agus Triansyah, W. Hejin, and S. Stefania, “Factors Affecting Employee Performance: A Systematic Review,” *Journal Markcount Finance*, vol. 1, no. 2, pp. 118–127, May 2023, doi: 10.55849/jmf.v1i2.102.

- [22] M. Ghozali, H. Zarkasyi, K. Jayanti, and Y. Wulandari, "Employee Performance Appraisal in Business," in *Proceedings of the The First International Conference On Islamic Development Studies 2019, ICIDS 2019, 10 September 2019, Bandar Lampung, Indonesia*, EAI, May 2019, pp. 118–127. doi: 10.4108/eai.10-9-2019.2289352.
- [23] Moeheriono, *Pengukuran Kerja Berbasis Kompetensi*. Ghalia Indonesia, 2010.
- [24] Sedarmayanti, *Manajemen Sumber Daya Manusia : Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*, Revisi. PT Refika Aditama, 2016.
- [25] S. Mangkuprawira and A. V. Hubeis, *Manajemen Mutu Sumber Daya*. Ghalia Indonesia, 2007.
- [26] A. P. Mangkunegara, *Manajemen Sumber Daya Manusia Perusahaan*. PT Remaja Rosdakarya, 2005.
- [27] S. P. Siagian, *Manajemen Sumber Daya Manusia*, 1st ed. Bumi Aksara, 2007.
- [28] H. Wijoyo, A. Ariyanto, A. Sudarsono, and K. D. Wijayanti, *SISTEM INFORMASI MANAJEMEN*. 2021.
- [29] L. Johnson, "What is a System?," 2021.
- [30] A. Wijaya, N. Hendrastuty, and M. Ghufroni An, "RANCANG BANGUN SISTEM INFORMASI MANAJEMEN KEPEGAWAIAN (SIMPEG) BERBASIS WEB (STUDI KASUS: PT SEMBILAN HAKIM NUSANTARA)," *Jurnal Teknologi dan Sistem Informasi (JTSI)*, vol. 3, no. 1, p. 77, 2022, [Online]. Available: <http://jim.teknokrat.ac.id/index.php/JTSI>
- [31] Kusnendi, *Konsep Dasar Sistem Informasi*. 2011.
- [32] S. Taty and H. Yulianto, *Sistem Informasi Manajemen*. PT. LEUTIKA NOUVALITERA, 2016.
- [33] J. McLeod and P. S. George, *Sistem Informasi Manajemen*, 10th ed. Jakarta: Salemba Empat, 2008.
- [34] A. Rusdiana and M. Irfan, *Sistem Informasi Manajemen*. Bandung: CV Pustaka Setia, 2014.
- [35] W. Setiyaningsih, *Konsep Sistem Pendukung Keputusan*. Malang: Yayasan

- Edelweis, 2015.
- [36] D. Pribadi, R. A. Saputra, J. M. Hudin, and Gunawan, *Sistem Pendukung Keputusan*, 1st ed. Yogyakarta: Graha Ilmu, 2020.
- [37] E. Kurniawan, A. Nata, and S. Royal, “PENERAPAN SYSTEM USABILITY SCALE (SUS) DALAM PENGUKURAN KEBERGUNAAN WEBSITE PROGRAM STUDI DI STMIK ROYAL,” 2022. [Online]. Available: <http://jurnal.goretanpena.com/index.php/JSSR>
- [38] M. Nawawi and H. Rubedo, “Pengukuran Usability E-Learning berbasis Moodle di Universitas Wanita Internasional Menggunakan USE Questionnaire,” *Jurnal Teknologi dan Informasi*, 2022, doi: 10.34010/jati.v12i1.
- [39] “USE Questionnaire: Usefulness, Satisfaction, and Ease of use.” Accessed: Dec. 30, 2025. [Online]. Available: <https://garyperlman.com/quest/quest.cgi?form=USE>
- [40] V. H. Pranatawijaya, W. Widiatry, R. Priskila, and P. B. A. A. Putra, “Penerapan Skala Likert dan Skala Dikotomi Pada Kuesioner Online,” *Jurnal Sains dan Informatika*, vol. 5, no. 2, pp. 128–137, Dec. 2019, doi: 10.34128/jsi.v5i2.185.
- [41] R. A. Setyawan and F. Walter, “PENGUKURAN USABILITY WEBSITE E-COMMERCE SAMBAL NYOSS MENGGUNAKAN METODE SKALA LIKERT,” 2018.
- [42] R. Likert, “A Technique for the Measurement of Attitudes,” *Archives of Psychology*, vol. 140, pp. 1–55, 1932.
- [43] P. Kline, *The Handbook of Psychological Testing*. 2000.
- [44] A. H. Suasapha, “SKALA LIKERT UNTUK PENELITIAN PARIWISATA; BEBERAPA CATATAN UNTUK MENYUSUNNYA DENGAN BAIK,” *JURNAL KEPARIWISATAAN*, vol. 19, no. 1, pp. 26–37, Mar. 2020, doi: 10.52352/jpar.v19i1.407.
- [45] G. M. Russo, P. A. Tomei, B. Serra, and S. Mello, “Differences in the Use of 5- or 7-point Likert Scale: An Application in Food Safety Culture,” *Organizational Cultures: An International Journal*, vol. 21, no. 2, pp. 1–17, 2021, doi: 10.18848/2327-8013/CGP/v21i02/1-17.

- [46] R. Yuniarti, “Pengaruh Distribusi Data Terhadap Hasil Uji Korelasi Studi Pada Uji Pearson Product Moment, Rank Spearman, dan Rank Kendall Tau,” *Jurnal UJMC*, vol. 11, no. 1, pp. 9–16, 2025.