

## **ABSTRACT**

*Software is very crucial in information technology. Therefore a software must have guaranteed quality. But unfortunately, the failure rate of a software development project tends to be high. This shows that there are many software development projects have obstacles in the middle of the process or even in the beginning of development. The software development failure is caused by several factors. One of the main causes of a problem project is resource conflicts or poor communication, changing the role of resources, and poor planning. Software development projects almost never fail with technical problems, and human resource factors are one of the factors that cause software development failure. This shows that the main factor in the failure of the project is the human factor. Humans have different characteristics, traits, interests, and ways of working. If someone works in a team, the team's chance of success is calculated determined from how the collaboration between the team and the project that was done together has been completed as desired. The chance for the success of the team will likely be higher if the members of the team have higher similarities also defective people assignment and problems among project team members have been identified as two of the main human factor-related issues affecting software project success*

*Generally, people are assigned to roles and project teams are formed on the basis of project leaders' experience of people, availability and skill requirements, but this experience is not systematically recorded. Neither is it supported by information stored in database systems. A person's ability when doing work can be measured by competence and to measure someone's competence requires individual assessment. Individual assessment can be done by interview, simulation or by doing a questionnaire. In this thesis provides a solution for doing an assessment by doing a questionnaire to assess competence with a 360 degree assessment so that the assessment is more objective in the form of a platform for web-based assessment tool applications.*

*The development of the assessment tool application was built using the Collaboration Model as a system development methodology and with the help of the Laravel framework that implements the Model View Controller (MVC) in its architecture. The results of the competency measurement will be a reference to find out what roles are match for the individual in the project development team and the matching team formation. This final project develops the competency module assessment tool application, this module which manages the competency and which manages how it runs when the assessment is carried out.*

**Keyword : web-based application, software development, competency-based assessment, collaboration model, competency**