

ABSTRACT

Software is developed in the form of projects because of the advantages of the project, such as the utilization of human and financial resources that are less, time savings, and a positive impact on organizational strategy goals. Activities on software development carry out cooperative and team collaboration. The software development project team is a human-centric activity that involves a lot of uncertainty and changes often occur. Therefore, the cause of failure of the software development project team lies in the human factor. The ability to determine roles and carry out tasks and communication between project team members is a major problem that supports the success of a software development project. That it is not easy for technology-based organizations to determine the experienced people they need because sometimes some people in the labor market have the necessary skills. It is difficult to determine assignment of roles with available employees without the help of a decision support system. To form a collaboration of a good software development team, there needs to be a match between individual abilities and available roles. To form a collaboration of a good software development team, there needs to be a match between individual abilities and available roles.

To measure the ability of humans in carrying out tasks requires individual assessment to measure competence that can be done by interviews, presentations, simulations, questionnaires. Competencies in each individual can be different. To be able to know the competencies possessed by each individual, an individual performance evaluation is conducted. Individual assessment can be done by several methods. One of them is the 360 degree method. Therefore, in this thesis provides a solution by the existence of a performance appraisal platform (assessment tools) that is productive, rational, and objective.

An objective individual assessment can be done using the 360 degree method. 360 degree method is an assessment of various sources such as the assessment of superiors, subordinates, work colleagues, and self-assessment. Therefore, this thesis will develop a 360 degree module in the web-based assessment tool application. In web architecture using the concept of MVC (Model View Controller). And the framework used is Laravel because it has many features. This application was built using the Collaboration Model of Software Development as a system development methodology. With this application, organizations can find out the performance of individuals from various sources such as the assessment of superiors, subordinates, coworkers, and yourself. So it will be more effective and objective to find out the performance of individuals according to behavior at work in order to achieve success on software development projects

Keywords: Employee assessment tool, 360-degree methods, software engineering, collaborative model, software development.