

## ABSTRACT

*Person-environment fit is generally defined as the compatibility between an individual and their environment. Where is the work environment that can affect the performance of an employee that will impact the company. Based on interviews via Google Meet, KUM Koperasi is a financial service institution that can help small or medium-sized people with their daily needs. Problems in the work environment of employees at KUM Koperasi are caused by different work areas and employees have different characters as well so that it has an impact on employee job satisfaction which can affect employee performance at the company.*

*In answering the problems found, this final project aims to develop a system of matching employees with their environment on the basis of the Person-Environment Fit theory so that the HR division can easily select employees and prospective employees who fit their work environment. The proposed system was developed using the Iterative Incremental method and system modeling using use case diagrams, activity diagrams, sequence diagrams, class diagrams and Entity Relationship Diagrams. Furthermore, at the system programming stage, programming is carried out using PHP, Yii Framework and MySQL for database management.*

*In designing applications to be able to assist in recruiting and managing employees and prospective employees in order to get the appropriate work environment placement. After testing the person-environment fit method on the formulation of the fit formula used to accumulate matching environment results, a percentage of 68% accuracy was obtained.*

**Keywords:** *Person-Environment Fit, Iterative Incremental, PHP, Yii Framework, MySQL*