ABSTRACT

The DPRD Secretariat's position is an element of service to the DPRD which is led by a

secretary who is technically operationally subordinate to and responsible to the leadership of

the DPRD and administratively responsible to the Mayor through the Regional Secretary. In

carrying out these duties and obligations, the Bandung City DPRD Secretariat has one of the

functions of organizing public relations and protocols within the DPRD scope. Based on

interviews with officials in the Public Relations Sub-Section of Protocols and Publications of

the Bandung City DPRD Secretariat, it is known that the employee performance assessment

process is still inefficient, less effective and does not meet employee performance assessment

standards. This problem causes errors in giving bonuses to employees. From these problems,

what will be the solution to the problem in this research is how to design the employee

performance appraisal system in the Public Relations Sub-Section, Protocols and Publications

of the Bandung City DPRD.

In creating an employee performance appraisal system plan, there are several stages, namely,

the preliminary stage, the data collection stage, the information system design stage, the

analysis and evaluation stage of integrated design results, the analysis and evaluation stage of

design results, and the conclusion and suggestion stage. The methods used are Analytical

Hierarchy Process (AHP), 360 Degrees Feedback, Simple Additive Weighting (SAW), and

Rapid Application Development (RAD).

This employee performance appraisal system design is provided as a solution to maximize the

employee performance appraisal process. This employee performance assessment is carried

out by superiors on employees, fellow employees and themselves. The employee performance

appraisal system is designed to be website-based.

The benefits of the system design results can help institutions in assessing employee

performance in the Public Relations Sub-Section of Protocols and Publications of the Bandung

City DPRD Secretariat.

Keywords: Fast Application Development, Simple Additive Weighting, Employee

Performance Appraisal System

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