

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