

ABSTRACT

Civil Servants (ASN) play a crucial role in the effectiveness of public service delivery and the implementation of government policies. Therefore, assessing ASN performance is a vital aspect of ensuring the contribution and dedication of employees in achieving organizational goals. This study aims to develop a performance evaluation system for ASN at the Regional Development Planning Agency (BAPPEDA) of Samarinda City that is more objective, transparent, and accurate by applying the Simple Additive Weighting (SAW) and BORDA methods. The SAW method is used to assess performance based on predetermined criteria weights, while the BORDA method is employed to rank employees collectively. The implementation of these two methods is expected to enhance organizational efficiency and support career development planning for ASN at BAPPEDA Samarinda City. The outcome of this research is a reliable application that systematically and measurably evaluates ASN performance, thereby increasing ASN trust in the evaluation process.

Keywords: Performance Evaluation, Civil Servants (ASN), BAPPEDA, Simple Additive Weighting, BORDA.