Abstract

ANP (Analytic Network Process) , TOPSIS (Technique For Others Preference By Similarity To Ideal Solution) , and Fuzzy TOPSIS method is used in decision-making problem of determining the priority of various alternative options . ANP method begins with a matrix of pairwise comparisons (pairwise comparison matrix) to determine the relationship between the interest rate that one element with another . On the matrix of weights and alternatives will be sought from each criteria / sub-criteria . TOPSIS method begins with a decision matrix (decision matrix) between each alternative with criteria / sub-criteria . The matrix will be sought on the ranking of each alternative that is based on the shortest distance ideal solution . While the Fuzzy TOPSIS method begins with a fuzzy decision matrix (fuzzy decision matrix) which are represented by linguistic variables triangular membership functions . Similarly, the decision matrix in TOPSIS method , the fuzzy decision matrix will be sought ranking of each alternative that is based on the shortest distance ideal solution .

The results obtained in this thesis is ranking employee performance is used as an alternative in the decision making process of employee performance appraisal can take place effectively and efficiently and to produce objective decisions

***Keywords* :** ANP *(Analytic Network Process),* TOPSIS *(Technique For Others Preference By Similarity To Ideal Solution), Fuzzy* TOPSIS, *pairwise comparison, decision matrix, decision fuzzy matrix.*