

**SISTEM PENDUKUNG KEPUTUSAN PENILAIAN KINERJA  
GURU MENGGUNAKAN METODE *SIMPLE ADDITIVE  
WEIGHTING (SAW)* PADA *DASHBOARD MODEL***  
**(Studi Kasus: Sekolah SMP Al-Ulum Islamic School)**

**GUSTRI MULIANTI**  
**11251204842**

Jurusan Teknik Informatika  
Fakultas Sains dan Teknologi  
Universitas Islam Sultan Syarif Kasim Riau

**ABSTRAK**

Guru merupakan pendidik profesional yang berperan penting didunia pendidikan, agar fungsi dan tugas guru dilaksanakan sesuai aturan yang berlaku, maka diperlukan Penilaian Kinerja Guru (PKG). Penilaian kinerja guru sangat berguna bagi *Al-Ulum Islamic School*, yaitu sebagai pendukung keputusan untuk melanjutkan kontrak guru, kenaikan gaji, dan menentukan guru berprestasi. Penilaian kinerja guru pada *Al-Ulum Islamic School* saat ini dilakukan menggunakan excel, namun satu file excel hanya bisa digunakan untuk menilai satu guru sehingga menyulitkan kepala sekolah dalam mengambil keputusan. Untuk membantu sekolah menyelesaikan permasalahan tersebut, maka diperlukanlah Sistem Pendukung Keputusan (SPK) penilaian kinerja guru yang diimplementasikan pada *Dashboard Model* menggunakan metode *Simple Additive Weighting (SAW)*. Adapun jumlah guru yang akan dinilai ada 9 guru mata pelajaran, sedangkan kriteria penilaian kinerja guru yang digunakan adalah pedagogik, kepribadian, sosial dan profesional. Penilaian kinerja guru dilakukan dengan cara membagikan kuesioner kepada kepala sekolah dan siswa, yang mana kuesioner untuk siswa dibagikan secara acak kepada 180 siswa sehingga satu guru akan dinilai oleh 20 siswa. Setelah dihitung menggunakan metode SAW, didapatkan hasil untuk tiga orang guru dengan nilai tertinggi adalah guru fisika, guru matematika, dan guru penjaskes. Sehingga dapat disimpulkan bahwa sistem pendukung keputusan yang telah dibuat dapat mempermudah kepala sekolah untuk mengambil sebuah keputusan yang lebih objektif.

**Kata Kunci :** *Dashboard Model*, Penilaian Kinerja Guru, *Simple Additive Weighting*, Sistem Pendukung Keputusan.

***DECISION SUPPORT SYSTEM FOR TEACHER  
PERFORMANCE ASSESSMENT USING SIMPLE ADDITIVE  
WEIGHTING (SAW) METHOD ON DASHBOARD MODEL  
(Case Study: Al-Ulum Islamic Middle School)***

**GUSTRI MULIANTI**  
**11251204842**

*Informatic Engineering Department  
Faculty of Science and Technology  
State Islamic University of Sultan Syarif Kasim Riau*

***ABSTRACT***

Teachers are professional educators who play an important role in the world of education, so that the functions and duties of teachers are carried out according to the applicable rules, so Teacher Performance Assessment (PKG) is needed. Teacher performance appraisal is very useful for Al-Ulum Islamic School, namely as a supporter of decisions to continue teacher contracts, salary increases, and determine outstanding teachers. The teacher's performance appraisal at Al-Ulum Islamic School is currently done using excel, but an excel file can only be used to assess one teacher so that it makes it difficult for principals to make decisions. To help schools solve these problems, a Decision Support System (SPK) for teacher performance assessment is needed which is implemented in the Model Dashboard using the Simple Additive Weighting (SAW) method. The number of teachers to be assessed is 9 subject teachers, while the assessment criteria for teacher performance used are pedagogic, personal, social and professional. Teacher performance appraisal is done by distributing questionnaires to principals and students, where student questionnaires are randomly distributed to 180 students so that one teacher will be assessed by 20 students. After calculated using the SAW method, the results obtained for three teachers with the highest scores were physics teachers, mathematics teachers, and health education teachers. So it can be concluded that the decision support system that has been made can facilitate the principal to take a more objective decision.

***Keywords :*** Dashboard Model, Teacher Performance Assessment, Simple Additive Weighting, Decision Support System.