

ABSTRAK

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Judul Laporan Skripsi : Rancang Bangun Sistem Otomatisasi Payrol Berdasarkan Penilaian Kinerja Karyawan Menggunakan Metode Behaviorally Anchored Rating Scales
Pembimbing : Dr. Bagus Priambodo, ST, M.TI

Kendala dalam penilaian kinerja karyawan di PT. Prisma Harapan masih dilakukan secara manual di excel, sehingga proses menjadi lama dan tidak ada pengukuran kinerja secara objektif. Untuk mengatasi hal ini, diusulkan aplikasi otomatisasi penggajian berdasarkan Behaviorally Anchored Rating Scales (BARS). Penilaian melibatkan kriteria seperti kemampuan, kapasitas pemecahan masalah, kerjasama tim, komitmen, dan karakter. Metode penelitian dilakukan melalui studi literatur, wawancara, dan observasi di PT. Prisma Harapan. Dalam penelitian ini aplikasi dibuat dengan pengembangan perangkat lunak berbasis metode spiral dengan mengimplementasikan metode BARS, metode blackbox digunakan untuk pengujian aplikasi. Selanjutnya dilakukan wawancara terhadap stackholder berkaitan dengan aplikasi yang digunakan. Berdasarkan hasil uji aplikasi dan wawancara diketahui bahwa metode bars dapat memastikan penggajian yang adil lebih baik dari penggajian sebelumnya.

Kata Kunci: BARS, Sistem Informasi, Penilaian Kinerja, Penggajian, WEB

ABSTRACT

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Title Thesis : Payroll Automation System Design Based on Employee Performance Assessment Using the Behaviorally Anchored Rating Scales Method
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The challenge in employee performance evaluation at PT. Prisma Harapan, which is currently conducted manually in Excel, has resulted in a time-consuming process. To address this issue, a payroll automation application is proposed based on Behaviorally Anchored Rating Scales (BARS). The evaluation involves criteria such as capability, problem-solving capacity, teamwork, commitment, and character. The research methodology includes literature review, interviews, and observations conducted at PT. Prisma Harapan. In this study, the application is developed using the spiral model in software development, implementing the BARS method, and blackbox testing for application validation. Subsequent interviews with stakeholders associated with the application were conducted. Based on the application testing results and interviews, it was found that the BARS method ensures fairer payroll compared to the previous system.

Keywords: Payroll, WEB, BARS, Information Systems, Performance Appraisal

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