

ABSTRAK

Kinerja guru merupakan salah satu faktor penentu keberhasilan proses pendidikan di suatu lembaga, termasuk di lingkungan pesantren atau dayah. Namun, penilaian kinerja guru di Dayah Nurul Muhtadie Al Aziziyah selama ini masih dilakukan secara manual. Proses manual ini menimbulkan sejumlah permasalahan, di antaranya membutuhkan waktu yang relatif lama, rentan terhadap kesalahan pencatatan maupun perhitungan, serta berpotensi menghasilkan penilaian yang bersifat subjektif karena sangat bergantung pada persepsi individu penilai. Berdasarkan permasalahan tersebut, penelitian ini bertujuan untuk merancang dan membangun Sistem Pendukung Keputusan (SPK) penilaian kinerja guru dengan menerapkan metode Simple Additive Weighting (SAW). Penelitian ini menggunakan lima kriteria penilaian, yaitu kedisiplinan, penguasaan materi pembelajaran, kemampuan mengajar, akhlak dan keteladanan, serta jumlah ketidakhadiran. Kelima kriteria tersebut dipilih karena dianggap paling representatif dalam menggambarkan kualitas kinerja seorang guru di lingkungan dayah, baik dari aspek profesionalisme akademik maupun aspek kepribadian dan keteladanan. Sistem dikembangkan berbasis web menggunakan bahasa pemrograman PHP dan basis data MySQL agar mudah diakses dan dikelola oleh pihak dayah. Hasil pengujian sistem menunjukkan bahwa penerapan metode SAW mampu membantu proses penilaian kinerja guru menjadi lebih cepat, efisien, objektif, dan akurat dibandingkan dengan metode manual yang sebelumnya digunakan. Berdasarkan hasil perhitungan menggunakan metode SAW, alternatif A3 memperoleh nilai preferensi tertinggi sebesar 0,974, diikuti oleh A7 sebesar 0,948 dan A8 sebesar 0,947. Dengan demikian, alternatif A3 direkomendasikan sebagai guru dengan kinerja terbaik di Dayah Nurul Muhtadie Al Aziziyah.

Kata Kunci: Sistem Pendukung Keputusan, Penilaian Kinerja Guru, Simple Additive Weighting (SAW), PHP, MySQL.

ABSTRACT

Teacher performance is one of the key factors determining the success of the educational process in an educational institution, including Islamic boarding schools (dayah). However, teacher performance evaluation at Dayah Nurul Muhtadie Al Aziziyah has been conducted manually. This manual process requires considerable time, is prone to recording and calculation errors, and has the potential to produce subjective evaluations due to its heavy reliance on the assessor's personal judgment. Therefore, this study aims to design and develop a Decision Support System (DSS) for teacher performance evaluation by applying the Simple Additive Weighting (SAW) method. The evaluation is based on five criteria: discipline, mastery of teaching materials, teaching ability, morality and exemplary conduct, and attendance. These criteria were selected because they are considered the most representative indicators of teacher performance in the dayah environment, covering both professional competence and personal character. The system was developed as a web-based application using PHP and MySQL to facilitate access and management by the institution. The results of system testing indicate that the implementation of the SAW method improves the speed, efficiency, objectivity, and accuracy of the teacher performance evaluation process compared to the previous manual approach. Based on the calculation results using the Simple Additive Weighting (SAW) method, Alternative A3 obtained the highest preference value of 0.974, followed by Alternative A7 with a preference value of 0.948 and Alternative A8 with a preference value of 0.947. Accordingly, Alternative A3 was recommended as the teacher with the best performance at Dayah Nurul Muhtadie Al Aziziyah.

Keywords: Decision Support System, Simple Additive Weighting, Teacher Performance Evaluation, Dayah, Web-Based System.