

ABSTRAK

Dody Suarnatha I Putu (2021), “Perbandingan Metode Profile Matching, Topsis dan Profile Matching – Topsis Dalam Sistem Pendukung Keputusan Penilaian Kinerja Dosen Studi Kasus: Universitas Tabanan”.

Kata kunci : Penilaian Kinerja, Profile Matching, TOPSIS, Confusion Matrix, Mean Average Precision (MAP)

Penelitian ini bertujuan untuk membandingkan tiga metode Sistem Pendukung Keputusan dalam melakukan penilaian kinerja di Universitas Tabanan. Ketiga metode tersebut yaitu : Profile Matching, Technique for Order by Similarity to Ideal Solution (TOPSIS), serta gabungan Profile Matching dan TOPSIS dengan menggunakan empat kriteria yaitu: Pendidikan dan Pengajaran, Penelitian, Pengabdian Kepada Masyarakat dan Prilaku Kerja dimana kriteria ini diambil dari sasaran kinerja pegawai (SKP). Selain membandingkan metode, dilakukan pula pengujian metode. Hal ini bertujuan untuk mencari metode yang paling sesuai/relevan dalam melakukan penilaian kinerja. Pengujian metode menggunakan dua teknik yaitu: *confusion matrix* yang menguji klasifikasi / penggolongan dosen berdasarkan tingkatan kinerja yang dimiliki dan *mean average precision* (MAP) yang menguji efektifitas terhadap perangkingan dosen. Pengujian dilakukan dengan cara membandingkan hasil penilaian kinerja dosen yang diperoleh dari perhitungan metode dengan penilaian kinerja dosen yang diperoleh dari nilai capaian SKP. Pengujian *confusion matrix* menunjukkan metode gabungan Profile Matching – TOPSIS menjadi metode terbaik dengan nilai *accuracy* sebesar 56,25%, *precision* dengan nilai 30% dan *recall* dengan nilai sebesar 42,63% sedangkan untuk pengujian MAP menunjukkan metode Profile Matching - TOPSIS menjadi metode terbaik dengan nilai MAP sebesar 46,20%.

ABSTRACT

Dody Suarnatha, I Putu (2021), A Comparison Of Profile Matching, TOPSIS, And Profile Matching - Topsis Methods In Decision Supporting System For Lecturer Performance Assessment. A Case Study: University Of Tabanan.

This thesis has been supervised and approved by Supervisor I: Dr. I Gede Aris Gunadi., S.Si., M.Kom and Supervisor II: Kadek Yota Ernanda Aryanto, S.Kom, M.T, Ph.D.

Keywords: performance assessment, Profile Matching, TOPSIS, confusion matrix, Mean Average Precision (MAP)

This research seeks to compare three methods of decision supporting system in conducting performance assessment at University of Tabanan. The three methods consisted of Profile Matching, Technique for Order by Similarity to Ideal Solution (TOPSIS), and a combination of Profile Matching and TOPSIS. Four criteria were used in this research, including Education and Teaching, Research, Community Service, and Work Behavior with these criteria taken from employee performance targets. In addition to methods comparison, methods testing was also performed in order to find the most suitable/relevant method for conducting performance assessment. Methods testing was done using two techniques: confusion matrix technique which tests the classification of lecturers based on their level of performance and mean average precision (MAP) technique which tests the effectiveness of lecturer ranking. Testing is done by comparing the results of lecturer performance appraisals obtained from the calculation method with the assessment of lecturers' performance obtained from SKP achievement scores. Confusion matrix testing shows the combined method Profile Matching - TOPSIS to be the best method with an accuracy value of 56,25%, precision with a value of 30% and recall with a value of 42,63%, while the MAP test shows the Profile Matching - TOPSIS method to be the best method with a MAP value of 46,20%.