Sistem Pendukung Keputusan Penilaian Kinerja Pegawai Menggunakan Metode *Analytical Hierarchy Process* (AHP)
(*Decision Support System for Employee Performance Appraisal Using the Analytical Hierarchy Process (AHP) Method*)
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ABSTRACT

The human resources quality is one of the factors needed to increase productivity and performance of a company. It is necessary to conduct an employee performance appraisal to determine the extent of the achievements of each employee. Good employee performance will have an influence on the success of the company. PT. Mangli Djaya Raya (MDR) is a tobacco company located in Jember, Indonesia. There are weaknesses in the employee performance appraisal system that runs at PT. Mangli Djaya Raya in which Microsoft Excel is still used as a reference software, so that data collection is still done manually. Based on this, the Analytical Hierarchy Process (AHP) method is used as a decision support system for employee performance appraisals so that it is able to assist the company in assessing employee performance. This system has been tested by the manager of PT.Mangli Djaya Raya, Mr. Andree Askar Prima and it can be concluded that he agrees with the system and the system has also been well received by users.

Keywords*: Decision Support Systems, Analytical Hierarchy Process, Employee Performance Appraisal.*