

**APPLICATION OF THE AHP METHOD IN DECISION SUPPORT
SYSTEMS FOR CAREER-LEVEL INCREASE OF THE TEACHERS
AND EDUCATION PERSONNEL
IN SMP ISLAM TERPADU AL-GHOZALI JEMBER**

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ABSTRACT

In this study, researchers created a decision support system for determining teacher and employee-level promotions at the SMP Islam Terpadu Al-Ghozali Jember. The method used in this study is the Analytical Hierarchy Process (AHP). The background is a process that takes a long time and a complicated assessment stage to determine whether those concerned, in this case, teachers and employees, can go up a level or not. Using the AHP method is expected to help in providing the best decisions or suggestions when assessing teachers and employees. By the employee evaluation form that has been determined by the Foundation, 9 indicators of performance evaluation are used as criteria in the research process using the AHP method. The 9 criteria include Worship, Loyalty and Obedience, Discipline and Order, Responsibility, Completeness of Work and Assignment of Tasks, Honesty, Social Interaction, Leadership, and finally initiative. This research is supported by the Fuzzy method to cover the weaknesses of AHP, namely problems with criteria that have more subjective characteristics so that decisions can be made more effectively. From the results of calculating these two methods, the honesty criterion has the highest priority weight value, namely 0.370.

Keywords: *AHP, Decision Support System, Career-Level Increase*