BEST EMPLOYEE ASSESSMENT DECISION SUPPORT SYSTEM USING ANALYTICAL HIERARCHY PROCESS (AHP) AND ADDITIVE RATIO ASSESSMENT (ARAS) **METHODS**

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ABSTRACT

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The purpose of this research is to make it easier to solve the problem of evaluating the best employees in the company PT. ASA KARYA MULTIGUNA, therefore a decision support system is needed. The Analytical Hierarchy Process (AHP) method is used for weighting criteria and the Additive Ratio Assessment (ARAS) method is used for ranking alternatives. From the results of the weighting of the criteria obtained weights for ability (0.31), initiative (0.04), discipline (0.08), performance (0.21), responsibility (0.13), attendance (0.08), communication (0.04), attitude (0.08). From the results of the alternative rankings, for the November 2020 period, the first place was Hendri Gustian, the second was Eka Wingsati Sartono, and the third was Eva Maya Fadila. In the December 2020 period, the first place was Hariyadi, the second was Hendri Gustian, and the third was Deden KuThe In the January 2021 period, the first rank was Deden Kurniawan, the second rank was Hilman Djuniarto, and the third rank was Nurhayati Natalia. The data for 3 periods from November 2020 to January 2021, which were tested managed to an average confidence level is 84.1%

1. Introduction

The development of technology and computers at this time is so fast and very influential in human life at this time. In technology and computer science, many systems can help humans work, one example is a decision support system [5]. The decision support system is an interactive system that helps in making decisions on a semi-structured or unstructured problem [8]. Deciding on a problem, both simple and complex, takes a lot of information and is accurate. Based on the information that has been collected, can be processed to support decision-making by offering alternatives.

In a company, one of the important elements is human resources or qualified and competent employees to help achieve the company's goals [6]. The company has an assessment for its employees with various predetermined criteria. Therefore the company appreciates the performance of its employees because one of the company's successes is determined by its employees. Many appreciations can be given to the best employees, such as promotions, additional salaries, bonuses, and facilities.

Employee appraisal will provide various benefits for the employee himself or the company such as providing motivation for employees to improve the quality of work, and for the company, it can have an impact on increasing productivity for the company itself [6]. However, the problem faced in evaluating the best employees is if there are many employees and many employees with the same



potential. Therefore, a decision support system is needed to solve the problem of evaluating the best employees in the company.

2. Literature Study / Hypotheses Development

A. Decision Support System

According to Agustini (2003), in research (Nugraha & Wirdayanti, 2016) the concept of a decision support system (DSS) or can be called a Decision Support System (DSS) was first revealed in the 1970s by Michael S. Scott Morton the term "Management Decision". System" regarding the definition of a decision support system is "a computer-based system whose purpose is to assist decision making in utilizing data and also certain models in solving various semi-structured and unstructured problems". Decision support systems are basically designed to support all stages of decision making starting from identifying problems, selecting data relating to previously identified problems, determining the approach used in the decision-making process, and up to evaluating alternative choices [7].

B. Analytical Hierarchy Process (AHP) Method

The AHP method was developed by Prof. Thomas Lorie Saaty from Wharton Business School in the early 1970s, which is used to find the order of priority or ranking of various criteria and alternatives in solving a problem. AHP is a method of measurement used to determine the ratio scale by performing pairwise comparisons of each factor. Pairwise comparisons can be determined by the intuition of actual measurement or relative measurement, degree of importance, intuition (feeling), experience, or one's facts, which is a basic scale that shows relative preferences [2].

Decision-making using the *Analytical Hierarchy Process* method generally consists of several steps, namely as follows [3]:

- 1. Defining the problem and determining the desired solution, then compiling a hierarchy of the problems encountered.
- 2. Specifies the priority of the element.
 - a) Compare elements in pairs according to the given criteria to get a paired comparison.
 - b) Represent the relative importance of an element to other elements by filling in a pairwise comparison matrix using numbers.
- 3. Synthesis

The considerations for pairwise comparisons are synthesized to obtain the overall priority.

4. Measuring Consistency

Knowing how good consistency is because it is important in decision-making.

5. Perform the calculation of the Consistency Index (CI) with the formula:

$$CI = \frac{(\lambda max - n)}{(n-1)}$$

......(1)

Where: n = number of elements

6. Perform the calculation of the Consistency Ratio (CR) with the formula:

$$\mathbf{CR} = \frac{CI}{IR} \tag{2}$$

where: CR = Consistency Ratio, CI = Consistency Index, IR = Random Consistency index

7. Check hierarchy consistency. If the value is more than 10%, then the judgment data assessment must be corrected. However, if the Consistency Ratio (CR) is less or equal to 0.1, then the calculation results can be declared correct.

C. Additive Ratio Assessment (ARAS) Method

Additive Ratio Assessment (ARAS) is a method used for ranking based on several existing criteria, using the *utility degree*, to compare the overall index value of each alternative to the overall index of the optimal alternative [1].

The stages in conducting the ranking process using the *Additive Ratio Assessment* method are as follows [4]:

1) Formation of Decision-Making Matrix

 $X = \begin{bmatrix} x_{01} & \dots & x_{0j} & \dots & x_{0n} \\ \vdots & \ddots & \vdots & \ddots & \vdots \\ x_{i1} & \dots & x_{ij} & \dots & x_{in} \\ \vdots & \ddots & \vdots & \ddots & \vdots \\ x_{n1} & \dots & x_{mj} & \dots & x_{mn} \end{bmatrix} i = \overline{0, m}; \ j = \overline{1, n}$ (3)

Where: m = number of alternatives, n = number of criteria, $x_{ij} =$ performance value of alternative i against criterion j, $x_{0j} =$ optimum value of criterion j

2) Normalization of Decision-Making Matrix for all criteria

 $X = \begin{bmatrix} \overline{x}_{01} & \dots & \overline{x}_{0j} & \dots & \overline{x}_{0n} \\ \vdots & \ddots & \vdots & \ddots & \vdots \\ \overline{x}_{i1} & \dots & \overline{x}_{ij} & \dots & \overline{x}_{in} \\ \vdots & \ddots & \vdots & \ddots & \vdots \\ \overline{x}_{n1} & \dots & \overline{x}_{mj} & \dots & \overline{x}_{mn} \end{bmatrix} \quad i = \overline{0, m}; \ j = \overline{1, n}$ (4)

If the criteria used are maximum or benefit then the normalization is:

$$\overline{x}_{ij} = \frac{x_{ij}}{\sum_{n=0}^{m} x_{ij}} \tag{5}$$

If the criteria used are minimum or cost, then the normalization process has 2 stages, namely:

$$x_{ij} = \frac{1}{x_{ij}^*}; \ \overline{x}_{ij} = \frac{x_{ij}}{\sum_{i=0}^m x_{ij}}.$$
(6)

Where: x_{ij} = normalized value

3) Determine the weight of the matrix that has been normalized in step 2

$$\sum_{j=1}^{n} w_j = 1$$
(7)

Where : W_i = criterion weight

- 4) Determine the value of the optimum function
 - $S_i = \sum_{j=1}^n \hat{x}_{ij}; \ i = \overline{0, m}, \tag{8}$
- 5) Determining the ranking level
 - $K_i = \frac{s_i}{s_0}; \ i = \overline{0, m}, \tag{9}$

Where : K_i = alternative ranking level value, S_i = optimum value for alternative i,

 S_0 = optimum value for optimal alternative

D. Other Relevant Research

Previous research conducted by Shanka Shubhra Goswami and Soumpan Mitra (2020) with the title "Selecting The Best Mobile Model By II-26 Applying AHP-COPRAS And AHP-ARAS Decision Making Methodology". Many electronic gadgets provide benefits to people's lives. For example, like mobile phones, now mobile phones have become one of the important necessities in everyone's life. Various companies are launching new models of mobile phones all over the world with new features and better specs which leaves buyers confused. It is very difficult to choose a suitable mobile phone model among many mobile phone models. And besides that there are also many conflicting criteria. In this study, for analysis, 10 models of mobile phones or alternatives from various brands from various online shopping sites were selected that have different specifications and in terms of prices ranging from low budget to medium budget. The selection process is carried out based on 4 important criteria, namely price, internal storage, RAM, and brand. The weight of the criteria is calculated using the Analytical Hierarchy Process (AHP) and the weight of the criteria is then used in the Complex Proportional Assessment (COPRAS) and Additive Ratio Assessment (ARAS) methods. The methods of Complex Proportional Assessment (COPRAS) and Additive Ratio Assessment (ARAS) were applied to the selection of the best mobile phone and the order of preference ranking of models was also proposed by each process. The results that can be concluded from this study are that model 1, namely the Redmi 7a, is the best cellphone among the 10 models available in the market and followed by model 3, namely the Samsung J7 in the second position and model 2, namely the Samsung Galaxy A10 in the third position.

3. Methodology

The stages that will be carried out in this research are as follows:

- a) Conduct literature studies by collecting information from various sources such as journals, final assignments, books, and other sources related to Decision Support Systems, especially the *Analytical Hierarchy Process* (AHP) and *Additive Ratio Assessment* (ARAS) methods.
- b) Learned the concept of calculating the *Analytical Hierarchy Process* (AHP) and *Additive Ratio Assessment* (ARAS) methods.
- c) Collecting data that will be used in research in the form of secondary and primary data from the company PT. ASA MULTI-PURPOSE WORKS. Collecting datasets in the form of employee assessment data from the company and conducting interviews with authorized people in the company to get a comparison value of criteria.
- d) Perform software development using the Rational Unified Process (RUP) method.
- e) Analyze the results of the tests performed.

To get the level of suitability of the combination of *Analytical Hierarchy Process* (AHP) and *Additive Ratio Assessment* (ARAS) methods, parameters are needed to test whether the method used can solve problems in the assessment of the best employees in the company PT. ASA MULTI-PURPOSE WORKS. At this stage, the analysis of the test results is carried out by calculating the value of the level of suitability of the tests that have been carried out and the results of system testing.

- f) Draw conclusions and suggestions for the software that has been built based on the results of test analysis as a result of research.
- g) Make a report based on the results of the research.

There are steps of weighting criteria using the AHP method are as follows:

- a) Compare each predetermined criterion in pairs.
- b) Create a comparison matrix based on the results of the comparison of each criterion.
- c) Make matrix normalization from the comparison matrix.
- d) Add up each row of the normalized matrix and then divide by the number of criteria to get the weight.
- e) Multiply the value of the first column in the comparison matrix with the first weight value, and so on, then add up each row.
- f) The result of the sum of the rows is divided by the weight in question and then added up.
- g) The result of the sum above is divided by the number of existing criteria, and the result is called λ max.
- h) Calculate the Consistency Index (CI) with the formula $CI = (\lambda max n)/n$.
- i) Calculate the Consistency Ratio with the formula CR = CI/IR.
- j) Check the results of hierarchical consistency. If the value is more than 10%, then the judge's data should be corrected. However, if the Consistency Ratio is less than 0.1, then the calculation results can be declared correct.

Alternative ranking steps are using the ARAS method are as follows:

- a) Determine the optimum value of each criterion for the optimum alternative.
- b) Make a matrix from the optimum alternative and the value of each criterion on the alternative.
- c) Make a matrix normalization from the matrix above. If the criteria are minimum or cost then 1 is divided by the criterion value first.
- d) Determine the matrix weight that has been normalized by multiplying the criterion value by the criterion weight in question.
- e) Add up each row of matrix weights to get the optimum value.
- f) Divide each optimum value by the optimum alternative optimum value to get the ranking level.

4. Result and Discussion

1. Implementation

The interface designs that have been made will be implemented into decision support system software using Hyper Text Mark Language (HTML), Cascading Style Sheets (CSS), and the Javascript programming language. The following displays the results of system implementation using the *Analytical Hierarchy Process* (AHP) and *Additive Ratio Assessment* (ARAS) methods:



Figure 1. Admin Level User Login Page Interface

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Figure 2. Selection Page Interface

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Figure 4. Alternative Selection Page Interface

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Figure 5. Interface Selection Info Page Calculation Criteria & Value Selection Form Comparison Criteria

Calculat	tion Selection Alternativ	e Info					Davis	hand 5 Calculation 5	Antalia
LPRT112	0 - Perilains Pagawai Tarbah	1120							
Alterna	stive Value Matrix 1 Table								
Show 10	- entries							Seech	
Nati	Alternative						Criter	•	
	Max	COO1 - Kemampuan (Ber	nefit) 0002 - Inisiatif (Banafit) C003 - Kedisi	iplinan (Benefit) -	COD4 - Kinerj	a (Benefit) CC	005 - Tanggung Jaw	eb (Denefi
	A001 - Deden Kumiawan	85	95		95	90		95	
2	A052 - Hendri Gustian	95	95		90	95		95	
4	ADD3 - Eka Wingsati Sartono ADD4 - Hilman Djuniarto	95	90		90.	90		95	
8	A005 - Sarimin	80	90		85	85		90	
6	ADDS - Harlyadi	90	90		90	90		90	
int i	A008 - Nurheyati Natalia	90	85		85	80		95	
9	A009 - Bachtlar	80	95		80	.80		80	
Showing 1	t na 50 at 21 entries						Pre	nime 🚺 2	3. 14
Alterna	etive Value Matrix 2 Tabl	• 1							
510W 10	+ antros							Seech	
No	Alternative						Criter		
		COU1 - Kernampuan (Ber	nefit) C002 - Inisiatif (Benefit) C003 - Kedisi	iplinan (Benefit)	COD4 - Kiner	ja (Benefit) Co	205 - Tanggung Jaw	ab (Benefit
-45	Max A001 - Deden Kumiawan	85	95	Sa	95	95		95	
2	X002 - Hendri Guatlan	95	90		90	95		95	
1	A003 - Eka Wogsatt Sartono	95	90	2.1	90	90		95	
6	A005 - Sarmin	80	90		85	00		90	
8	A506 - Hanyadi	90	90		90	90		90	
7	A007 - Mansein A009 - Number and Ander	80	80		80	96		85	
9	A000 - Bechter	80			80	80		80	
Dowing 1	t to 10 of 21 andres						. Pro	ninus 🚺 2	2. No
Alterna	tive Value Normalizatio	n Matrix Table							
seeme re						Oritoria		Search	
No	Alternative	C001 - Kemanguan	C002 - Inisiatif	COO3 - Kedisiplinan	C004 - Kinerji	. coos-	Tanggung Jawab	CODS - Kehad	ran -
	Max	0.05604719764011799	0.05491329479/98786	0.05459770114942529	0.0547550432276	6571 0.0544	41200744985676	0.051020408163	0 16531
10	A001 - Deden Kumlevan	0.05054749262536873	0.05891329479768766	0.05459770154942529	0.05167319984724	8228 0.0644	41260748985676	0.051020408163	16631 0
3 .	AUGU - Herrizh Subitian	0.05604/19/54011/99	0.05491329479766786	0.0502413242103448	0.054/550422276	60/1 0.0344	*1200764950070	0.051025400163	(\$6.51 U
	A003 - Eka Wingsati Sartono	0.05604719764011798	0.05202312138728324	0.05172413793103448	0.06167319984724	8225 0.0544	41260764985876	0.051000409163	6531 0
4	A003 - Eka Wingsatt Sartono A004 - Hilman Djuniarte	0.05604719764011799 0.05604719764011799	0.05202312138728324	0.05172413792103448	0.06167319984724	6225 0.0544 6225 0.0576	41260764985676 2593123209169	0.051000409163	16531 0. 10204 0.
4	A003 - Eka Wingsati Santono A004 - Hilman Djuniarto A005 - Sarimin	0.05604719764011799 0.05604719764011799 0.0471976401179941	0.05202312138728324 0.040132047976870616 0.05202312138728324	0.05172413793103448 0.04885057471264368 0.04885057471264368	0.06167319984720 0.05187319984720 0.0489913544868	6225 0.0544 6228 0.0616 5678 0.0515	41260784985876 2593123209169 2593123209169	0.051000409163 0.048469387758 0.051000408163	16631 0 10204 0.0 16631 0.0
4 6 0	A003 - Eka Wingsati Santono A004 - Hilman Djuniarto A006 - Sarimin A006 - Hariyadi A005 - Hariyadi	0.05604719764011799 0.05604719764011799 0.0471976401179941 0.05309734513274336 0.0471976401179941	0.05202312138728324 0.049132047976878636 0.01202312138728324 0.05202312138728324 0.05202312138728324	0.04880057471284268 0 0.04880057471284268 0 0.04880057471284268 0 0.04880057471284268 0 0.04887057413792103448 1 0.04597701589429287 1	0.05167319984724 0.05167319984724 0.0489913544668 0.05187319964724 0.0547550432279	6225 0.0544 6225 0.0516 6878 0.0515 6225 0.0515 6571 0.048	41250744985676 17593123209169 17593123209169 17593123209169 17060171919771	0.061000409162 0.048469387755 0.061020408163 0.045918367348 0.045918367348	16531 0. 10204 0.0 16631 0.0 10204 0.0
4 6 7 0	A003 - Kiu Winguzti Sartono A004 - Hilman Djuniarto A006 - Sarinin A006 - Hariyadi A007 - Marcelin A009 - Narhayati Natalia	0.05604750764011799 0.058047107640117994 0.05309734513274336 0.0471076401179941 0.0421076401179941 0.05309734513274338	0.04202312198728324 0.040132047976879698 0.04202312188728324 0.05202312188728324 0.05202312138728324 0.040282774566473980 0.04013294397867865	0.06172413792103448 4 0.04885051717204308 1 0.04885051717204308 2 0.0488505747293103440 1 0.04587701149425287 1 0.04885057471364308 2	0.06167319984720 0.06167319984720 0.0489913544868 0.05187319984720 0.0547550432279 0.0401090100664	6225 0.0544 6225 0.0516 6878 0.0516 6225 0.0516 6571 0.046 5033 0.0544	41260744985676 17593123209169 17593123209169 17593123209109 17560171913771 41260764585676	0.061500409163 0.048469387755 0.051500408163 0.045598367348 0.045598367348 0.051520409163	16631 0. 10204 0. 16831 0.0 10204 0. 10204 0.0
4 6 7 8 9 9	A033 - Kika Winguali Santono A006 - Isiman Diunianto A006 - Samani A006 - Hangadi A007 - Mancelin A008 - Nantayati Natalia A008 - Ruchayati Natalia A008 - Ruchayati Natalia A008 - Ruchayati Natalia	0.06004750340111799 0.050047107640117999 0.05309734813274336 0.05309734813274336 0.06379976401179941 0.063909734913274338 0.06379976401179941	0.05202312188728334 0.042032047076878698 0.05202312188728324 0.05202312188728324 0.042282774566472980 0.0491329479787867869 0.0549132947978687869	0.0435057471264308448 0.0485057471264308 0.0485057471264398 0.0485057471264398 0.04507701146425287 0.0485057471264308 0.04507701146425287	0.06187339684724 0.05187339684724 0.04898735444688 0.05187339864724 0.0547550432279 0.0547550432279 0.04610951006640 0.04610951008640	8225 0.0544 8228 0.0578 8879 0.0578 8225 0.0578 8571 0.048 5533 0.0458	412607A4985478 1793123209169 1793123209169 1793123209169 17961739109 1796074495576 4126074495576 45272206303724 Pro	0.061000400103 0.048460387700 0.081000400103 0.045910307340 0.045910307340 0.045910307340 0.04591030400103 0.051020400103 0.051020400103	16631 0.0 10204 0.0 108631 0.0 10204 0.0 10204 0.0 105031 0.0 105531 0.0
4 5 0 7 0 5howing 1	A003 - Kia Wrgust Sartoo A004 - Heiman Diamante A006 - Kariyadi A005 - Kariyadi A009 - Narasin A009 - Rachtar Tor 50 of 21 estima Ration Matrix Multiplica	0.06804790%80411198 0.0580471076017398 0.05809734613274336 0.05809734613274336 0.05809734513274338 0.05809734513274338 0.05809734513274338	0.062023121887285364. 0.0409232413948758536. 0.0409232184738728524. 0.04092321847289264. 0.04092319487289264. 0.0409232194198078690. 0.04893204379766786.	0.04172413742403448 0 0.04888057477044588 0 0.0488805747704586 0 0.04587701148429247 0 0.04587701148429287 0 0.04587701148429287 0	0.05187319884734 0.05187319884734 0.0489913544688 0.05187319884724 0.0547150432279 0.0481095100864 0.0481095100864	8228 0.0544 8228 0.0518 8878 0.0518 8228 0.0518 8228 0.0518 8533 0.048 8533 0.048	41260744985876 27893123200169 27893123200169 27893123200109 2789601719180771 412607449856376 452722063103724 Ptv	0.061500409182 0.048460337755 0.081500409182 0.045993367340 0.045993367340 0.045993367340 0.0551520460953 0.05515200000000000000000000000000000000	19631 0. 19204 0. 19833 0. 19833 0. 19833 0. 19633 0. 19633 0.
4 6 7 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	A003 - Kaa Wingusti Santoo A004 - Himme Djavante A006 - Sannen A006 - Nanyadi A007 - Nanyadi A007 - Nanyadi A007 - Nanyadi A007 - Nanyadi A007 - Adaman Tur 20 of 27 antros Reation Matrix Multiplica - antros	0.06804790%6011798 0.0800471076011798 0.080047107661179981 0.05009734913274396 0.05009734913274396 0.05009734913274398 0.05009734913274398 0.05009734913274398	0.052031218278278504 0.04013204197897846 0.0400331281783324 0.04003312184728204 0.04003121478728024 0.04013204479466479966 0.0461132044794687660 0.0461132044794687660	0.04172413743003448 0.04880057477284398 0.048800574773940348 0.048800574773940348 0.048870571148429387 0.04887051148429387 0.04887051148429387	0.0518735984734 0.05187379884734 0.0489973544868 0.0518739894724 0.0547160432279 0.04670951030642 0.04670951030642	8228 0.0544 8228 0.0516 8879 0.0516 8225 0.0516 8571 0.048 8533 0.0458	41260744985878 17893123209469 17893123209469 17893123209469 17893123209469 17896177839771 41260744985676 452722063303724 Pre	0.061520409182 0.048800287785 0.045800287785 0.045500405182 0.0455020409182 0.051520409183 0.051520409183 0.051520409183 0.051520409183 0.051520409183 0.051520409183 0.051520409183 0.051520409182 0.05152040918 0.05152040918 0.05152040918 0.0515204000000000000000000000000000000000	19531 0. 10204 0. 19531 0. 10278 0. 10204 0. 10531 0. 195531 0. 195531 0.
4 6 7 8 9 9 5howing 1 Normal Show 10	A001 - Kaa Wrguell Sartow A004 - Hieren Klawiste A006 - Hieren Klawiste A006 - Harmin A007 - Harmin A009 - Harmin A009 - Barniar Reation Matrix Multiplica extense Bizeratia	0.06804710948011198 0.06804710968011098 0.068097194813274336 0.058097149413274336 0.058097149413274336 0.0580971491240171994 0.0571970401179941	0.002023198238034 0.049328437984738938 0.05020317389788334 0.05020317389788334 0.062023473866473960 0.064028473897866473960 0.064028473897866473960 0.064028473897866473960 0.06402847389786647360	0.05172413724303448 0 0.0488050473054396 0 0.048805547394395456 0 0.0488057417395105440 0 0.0488057473198430287 0 0.048805747318430287 0 0.048805747318443287 0	0.05187339884724 0.05187339884724 0.05187339884724 0.05187339884724 0.0547550432279 0.054715050432279 0.0461091000644	6228 0.0544 6228 0.0638 6878 0.0535 6671 0.0456 5533 0.0545 5533 0.0545 5533 0.0545	412607449854398 (1993122209169 (1993122209169 (1993122209169 (1993122209169) (1993122209169) (1993122209169) (199312200 (199312)	0.061502469482 0.048840337788 0.045595807348 0.045595807348 0.045840322409182 0.051020400182 0.051020400182 0.0510204000000000000000000000000000000000	105531 0. 10204 0. 105378 0. 10204 0. 10204 0. 105531 0. 3 Ne
4 5 0 2 0 5 1000/03 5 1000/03 5 1000/03 5 1000/03 5 1000/03 5 1000/03 5 1000/03 5 1000/03 5 1000/03 5 1000/03	ADD - Exe Wrgues Extreme ADD - Home Deserts ADD - Home Deserts ADD - Home Deserts ADD - Harris ADD - Harris Harris ADD - Harris ADD - H	0.0668/1705/8611798 0.06868/1709/86117994 0.0517979/86117994 0.050973/841327/828 0.050973/841327/828 0.050973/841327/828 0.0517900601179941	0.00202319827802. 0.0020331798278294 0.0020331798278294 0.0020331298278294 0.00203321982788294 0.00203219982788279802 0.00212982789827865 0.00212982789827865 0.00212982789827865 0.00212982789827865 0.00212982789827865 0.00212982789827865 0.00212982789827865 0.00212982789827865 0.00212982789827865 0.002129827885 0.002129827885 0.0021298278828 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.002129827885 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212982785 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.00212985 0.0021000000000000000000000000000000000	0.01972/471264208 (0.0488005/471264208 (0.0488005/471264208 (0.0488005/47129810448 (0.0488005/471264208 (0.0488005/471264208 (0.04587701146425287 (0.04587)(0.05187319884739 0.05187319884739 0.048997354468 0.0487997354468 0.04879995050 0.049710501050649 0.04670991050649 0.04670991050644	E226 0.0544 E228 0.0638 E228 0.0648 E228 0	etgeora.eessays importaceores	0.051502469182 0.048840339738 0.049598307348 0.045998307348 0.051502460182 0.0515000000000000000000000000000000000	66531 0. 10204 0. 105631 0. 103778 0. 10204 0. 105631 0. 105631 0. 13 Ne
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4 5 0 7 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	A001 - Exe Wrapics Externor A006 - Helmin - Denirating A006 - Helmin - Denirating A006 - Helming Helmin A007 - Hannight Helmin Helmin - Denirating A007 - Hannight Helmin A007 - Hannight Helmin	0.0002/10/0402/1790 0.00020710/040217900 0.00020710/02/274320 0.00020710/02/274320 0.002070/0402274320 0.002070/0402274320 0.002070/042245151640555 0.002010/042245151640555 0.002010/042245151640555	0.002391198738304 0.00329341798738304 0.00329341798738324 0.00329341798738324 0.0032934179874804 0.0032931798074664 0.00329179900766 0.0032917990076651794 0.002561990006651794 0.002561990006651794	0.0017241379303448 0.048805917105459 0.048805917105459 0.048805917105459 0.048805917105459 0.048805917105459217 0.048805917015459217 0.048805917015459217 0.048805917015459217 0.048805917015459217 0.048805917015459217 0.048955917 0.04895917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.048955917 0.049555927 0.0495555927 0.049555927 0.0495555927 0.0495555927	CODE + 1	8228 0.0544 8228 0.0516 8228 0.0416 8279 0.0416 8278 0.0416 8277 0.0486 8533 0.0446 8533 0.0446 8533 0.0446 820248953 0 820248953 0	42007440864276 INSUT2200466 INSUT2200466 INSUT2200466 INSUT2200466 INSUT2200466 INSUT2200408047 INSUT2200303774 INSUT2200303774 INSUT2200303774 INSUT2200303774 INSUT220030374 INS	0.05500-056488.0 0.0488.60304776 0.0488.60314776 0.05500204889 0.0550020489 0.0550020409 0.0550020409 0.0550020409 0.0550020409 0.0550020409 0.0550020409 0.0550020409 0.0550020409 0.055002040 0.0550000000000000000000000000000000	19531 0. 10204 0. 10378 0. 10278 0. 10253 0. 10531 0. 15531 0. 3 Ne Xohadi a 199772408 119772408
4 5 6 7 0 9 500000000 5000000000 5000000000 5000000	A001 - Harvey De Labores A002 - Harvey De Labore The Void 23 article A002 - Harvey De Labore A003 - Harvey De Labore A004 - Harvey De Labore A005 - Harvey De Labore A053 - Harvey De Labore A054 - Harvey De Labore A053 - Harvey De Labore A054 - Harvey De Labore A053 - Harvey De Labore A054 - Harvey De Labore A054 - Harvey De Labore A053 - Harvey De Labore A054 - Harvey De Labore A055 - Harvey De Labore A054 - Harvey De Labore A055 - Harvey De Labore A054 - Harvey De Labore A055 - Harvey De Labore	0.0062/1903/8611798 0.0619/1903/811798 0.06199/1904/8117984 0.05199/140127433 0.05199/140127433 0.05199/040127433 0.05199/040127433 0.05199/040127433 0.05199/04012743 0.05199/04012743 0.05199/04012745 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518312464990901 0.0518424494900000000000000000000000000000000	0.002/021198/293030 0.005/021241798/293030 0.005/021241798/29324 0.005/021241798/29324 0.005/021241798/29324 0.005/02124798/29304 0.005/02124798/29304 0.005/0214798/29304 0.005/0214798/20304851534 0.005/0214798/20304851534 0.005/0214798/20304851534 0.005/0214798/20304851534 0.005/0214798/20304851534	0.0512/012/02/01446 0.0448005/112/01446 0.0448005/112/01446 0.0448005/112/014/014 0.0448005/112/014/014/014 0.0448005/112/014/014/014/01 0.0448005/112/014/014/01 0.0448005/112/014/014/014/01 0.0448005/114/000021400 0.044814/000021400 0.04483000000000000000000000000000000000	0.0016737664473 0.0016737064473 0.0016737064473 0.0016737064473 0.0016737064473 0.0016737064473 0.0016705000644 0.001706042323 0.0016640233 0.001664023 0.001664023 0.001664023 0.001664023 0.001664023	8228 0.0544 8228 0.0455 8279 0.0455 8275 0.0455 8577 0.0455 8533 0.0446 8533 0.0446 8204867505 0 820487505 0 820487505 0 82044865 0	4200744084076 mp312200460 mp312200460 mp312200460 mp312200460 mp312200460 mp31220460 mp31220460 mp312204 mp31220 mp31200 mp3120	0.045003049842 0.048469037765 0.048469037765 0.04950204685 0.048468245 0.04840264963 0.0480264963 0.0480264963 0.0480264963 0.0400268 0.0400268 0.0400268 0.04002 0.0400268 0.040020000000000	16633 0 102024 0 1020370 0 1020370 0 1020370 0 1020370 0 1020370 0 1020370 0 1020370 0 1020370 0 102732400 102732400 102732400
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Figure 6. Calculation Alternative Selection Info Page Interface

Based on the results of tests that have been carried out on the suitability of software design and software implementation, it can be concluded that the units and interfaces built can run well. This is indicated by the conclusion that the results of the scenarios in the test cases all give the same conclusion, which is accepted.

2. Research Results and Analysis

At this stage, software testing is carried out using test data that has been obtained from the company PT. ASA KARYA MULTIGUNA has been entered into an excel file and then the data in the excel file is entered manually into the software. After getting the ranking results from the software, the compatibility level presentation will be calculated using the formula:

Muhammad Rizkiansyah (Best Employee Assessment Decision Support System Using AHP and ARAS Methods)

Ada MENU Gi Derithuard DATA $Tingkat \, Kecocokan = \frac{jum lah \, data \, benar}{jum lah \, data \, keseluruhan} \times 100\%$ (10)

No	Month	Year	Number of Data Samples	AHP- ARAS	Match Rate
1	November	2020	19	17	84,2%
2	December	2020	19	16	89,4%
3	January	2021	19	15	78,9%
		Avera	nge		84,1%

Table 1. Results of the Research Suitability Level Test

Table 1 can be seen the results of the comparison between the ranking results from the company and the ranking results from the software. In the table, it can be seen that the results of the match level in each period (November, December, and January) did not reach 100% because the criteria weights of the companies and the weights generated by the AHP method were different. Although the difference between the criteria weights from companies and the weights generated by the AHP method is not much different, so there are some discrepancies or differences between company rankings and software rankings. The confidence level for each period is added up and divided by the number of periods so that the average match rate is 84.1%.

5. Conclusion

Based on the implementation, the results of the experiment, and the results of the analysis that has been carried out in this study, this research concludes as follows:

1. The best employee assessment can be applied using the AHP and ARAS methods, where the AHP method is used for weighting the criteria and the ARAS method is used for alternative rankings.

2. From the results of the weighting of the criteria, the obtained weights for ability (0.31), initiative (0.04), discipline (0.08), performance (0.21), responsibility (0.13), attendance (0.08), communication (0.04), attitude (0.08). From the results of the alternative rankings, for the November 2020 period, the first place was Hendri Gustian, the second was Eka Wingsati Sartono, and the third was Eva Maya Fadila. In the December 2020 period, the first place was Hariyadi, the second was Hendri Gustian, and the third was Deden Kurniawan. In the January 2021 period, the first place was Nurhayati Natalia.

3. The level of confidence obtained in November 2020 is 84.2%, in December 2020 is 89.4%, in January 2021 is 78.9%, from 3 periods the average yield rate The match obtained is 84.1%, so this software is quite good to use because it provides a fairly high average level of compatibility.

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