

ELANK ARIF PRASTYO, 21.230.0193 SISTEM PENDUKUNG KEPUTUSAN PERPANJANGAN KONTRAK KERJA KARYAWAN DENGAN METODE NAÏVE BAYES DI BANK WOORI SAUDARA, di bawah bimbingan Devi Sugianti, S.Kom, M.Kom. dan Nur Ika Royanti, S.Kom, M.Kom.

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ABSTRAK

Bank Woori Saudara memiliki 2301 karyawan yang di antaranya terdapat sekitar 458 karyawan kontrak. Untuk mendapatkan perpanjangan kontrak, karyawan kontrak harus melalui tahap penilaian. pada tahap penilaian terdapat 20 kriteria, yaitu Pengetahuan Perbankan, Kemampuan Pengoperasian Komputer, Penguasaan SOP, Kerja sama, Kemampuan komunikasi, Disiplin Kehadiran & Waktu Kerja, Pemanfaatan Waktu Kerja, Perilaku/Kesopanan, Kejujuran, Tanggung Jawab & Sikap Terhadap Pekerjaan, Tanggung Jawab & Sikap Pada Pengembangan Diri, Motivasi Kerja & Hasrat Berprestasi, Dedikasi & Loyalitas, Mutu, Efisiensi Kerja, Ketelitian, Kecepatan, Kemandirian, Bekerja tanpa Supervisi, dan Inisiatif untuk bertanya. Sehingga dengan jumlah karyawan dan kriteria yang disebutkan, maka dibutuhkan sebuah sistem pembantu dengan menggunakan algoritma naïve bayes. Algoritma naïve bayes biasanya diterapkan pada permasalahan klasifikasi semacam peramalan cuaca, kelayakan karyawan atau penerima bantuan, perkiraan penyakit, dan sebagainya. Untuk membangun sistem pendukung keputusan, maka digunakan metode pengembangan sistem yaitu waterfall, waterfall terdiri dari 5 tahap, yaitu communication, planning, modelling, construction, dan deployment. Sistem yang dibangun diuji menggunakan pengujian white box, black box, dan UAT. Hasil dari sistem yang telah dibuat adalah sistem dapat membantu staf human capital dalam pengambilan keputusan terhadap perpanjangan kontrak kerja karyawan.

Kata Kunci : *Sistem Pendukung Keputusan, Perpanjangan Kontrak Kerja, Naive Bayes, Waterfall*

ELANK ARIF PRASTYO, 21.230.0193 DECISION SUPPORT SYSTEM FOR EMPLOYEE WORK CONTRACT EXTENSION BY NAÏVE BAYES METHOD IN BANK WOORI SAUDARA, under the guidance of Devi Sugianti, S.Kom, M.Kom. and Nur Ika Royanti, S.Kom, M.Kom.
97 + xiii pages / 50 figures / 25 tables / 4 attachments / 31 references (2007-2024)

ABSTRACT

Woori Saudara Bank has 2301 employees among which there are about 458 contract employees. In order to get a contract extension, contract employees must go through an assessment stage. In the assessment stage, there are 20 criteria, which are Banking Knowledge, Computer Operating Ability, Mastery of SOP, Cooperation, Communication Ability, Discipline of Attendance & Working Time, Utilization of Working Time, Behavior/Courtesy, Honesty, Responsibility & Attitude towards Work, Responsibility & Attitude towards Self Development, Work Motivation & Desire for Achievement, Dedication & Loyalty, Quality, Work Efficiency, Thoroughness, Speed, Independence, Working without Supervision, and Initiative to ask questions. So with the number of employees and the criteria mentioned, a support system is needed utilizing the naive bayes algorithm. The naive bayes algorithm is usually applied to classification problems such as weather forecasting, employee or beneficiary eligibility, disease prediction, and so on. To build a decision support system, a system development method is used, which is waterfall, waterfall consists of 5 stages, which are communication, planning, modeling, construction, and deployment. The system built was tested using white box, black box, and UAT testing. The result of the system that has been created is that the system can help human capital staff in making decisions on extending employee employment contracts.

Keywords: *Decision Support System, Labor Contract Extension, Naive Bayes, Waterfall*