ABSTRACT

CV INTECH is a company engaged in manufacturing and has many business partners. Here the company key business is demand from the customers, to fulfill such a demand the company needs assistance from the employees to be able to run their job description correctly. But in reality production operators are still quite often making mistakes that caused reject products this is being reprocessed and delays to meet customer demand. After observations and interviews were held several operators who is not doing their function (job description), lacking the role of supervision on the production floor and there were several complaints such as the absence of a company reward system and lack of compensation for overtime work from the company in accordance with the reasons why operators were unable issued the best performance. But the reason CV INTECH has not implemented a system of awarding employees is that the company does not yet have a system for selecting which employees are eligible for these incentives. Therefore, it is proposed to doing performance appraisal by using rating scale, fuzzy AHP and TOPSIS calculation methods which are able to produce output in the form of ranks from its perdivisional employees, this ranking indicates which employees are eligible for the prize from the company. Therefore we can obtained the twelfth employees in the engineering and workshop division is selected as a best employee with 229 points. In PPIC division the third employees is choosen for the best employee and the first employee in purchasing division is the best employee in the division these employees are entitled to receive the benefits promised by the company.

Keyword: *Performance appraisal, Rating scale,* Fuzzy AHP*,* TOPSIS, *Ranking.*