

## **ABSTRACT**

*Lecturers are one of the most important assets in the academic field and are included in the technical elements of the university. In supporting the lecturers' performance, the University has its own system in calculating credits excess compensation as a form of appreciation for the performance that has been done, but this calculation system is considered to still not have an exact calculation between the workload and the credits excess compensation given. The aim of this research is to prepare a proposal for weighting of lecturers' performance and the value of excess credits that can be used and to design a proposal for providing optimal incentive excess credits based on simulation results.*

*This study designing in the calculation of the compensation of excess credits using the simulation method with the calculation of workload using the Analytical Hierarchy Process (AHP) with stages starting from collecting data needed to calculate AHP, analyzing and determining simulation scenarios, conducting simulations and analyzing simulation results.*

*The proposal obtained in the form of a weighting that can be used is the weighting of the proposed component with the component education and teaching 45%, research 33%, community service 11% and supporting 11%, with the amount of credit excess Rp. 100,000 with a difference of 45% increase. Telkom University can increase the credits excess incentive from the initial incentive of Rp. 60,000 to Rp.100,000. This increase in incentives raises the compensation strategy from lower pay to comparable pay.*

*Keywords: Simulation Methode, Lecturer performance, Compensation, Analytical Hierarchy Process.*