

ABSTRACT

One of the human resource management cycles is employee performance appraisal. Employee performance appraisal is important in an organisation to have a positive impact on employees or in achieving organisational goals. This performance appraisal has also been implemented by one of the cooperatives, namely Karya Usaha Mandiri Syariah. However, the results of interviews that have been conducted show that the current employee performance appraisal is still limited to excel spreadsheets, which do not allow integration of assessment aspects and related impacts. This also shows that this performance appraisal has not been able to illustrate transparency and the process is also still manual which is far from effective. This research aims to create a web-based employee performance appraisal application system that can increase assessment transparency in microfinance cooperatives. The performance appraisal conducted utilises self-appraisal techniques to encourage transparency in the appraisal process. Transparent appraisal is essential for building trust and fairness during performance evaluation. By using the self-appraisal method, individuals can evaluate their own performance, skills, and achievements in a transparent and unbiased manner. This research investigates the process of creating an employee performance appraisal system using the prototyping model as the development method. This performance appraisal application system was built using the Yii framework. The findings of this research contribute to the existing knowledge on performance evaluation in microfinance services, particularly in relation to self-appraisal techniques, and offer practical insights for organisations looking to improve appraisal transparency through web-based application systems.

Keywords— Koperasi, Self Appraisal, Penilaian Kinerja, Prototyping Model, Framework Yii