

ABSTRACT

Performance appraisal at the Faculty of Industrial Engineering, Telkom University, has been deemed insufficiently flexible, as the previous system only allowed reporting at the end of each period. To address this limitation, a proposed performance appraisal system was designed to supplement the existing system, featuring real-time evidence upload and performance realization recording. This new system enables a more adaptive, accurate assessment process that better reflects the actual workload of staff.

This final prproject uses the Rapid Application Development (RAD) methodology to design and implement a web-based performance appraisal system. The development process is carried out through the stages of Requirements Planning, RAD Design Workshop, and Implementation, with active stakeholder involvement in each iteration. The system is equipped with key features, including flexible performance target setting by supervisors, periodic performance achievement reporting and evidence uploading, job difficulty categorisation, and centralised user data and supporting document management.

Implementation results demonstrate that the system effectively addresses the shortcomings of the previous approach. Testing using black box techniques and User Acceptance Testing (UAT) shows that all main features function properly and meet user requirements, with a high level of user satisfaction.

In conclusion, the web-based performance appraisal system developed in this study delivers positive contributions toward a more flexible, efficient, and transparent appraisal process in the Faculty of Industrial Engineering at Telkom University. However, further development of interface and system infrastructure aspects is recommended to enhance user experience and ensure long-term sustainability.

Keyword - Performance Appraisal, Rapid Application Development (RAD), Web-Based System