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PENERAPAN METODE CLUSTERING K-MEANS
UNTUK EVALUASI KINERJA PEGAWAI NEGERI SIPIL
(STUDI KASUS : BKD KABUPATEN BLORA)
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ABSTRAK

Pegawai Negeri Sipil (PNS) merupakan pekerjaan yang banyak di incar karena mampu menjadi tumpuan hidup masyarakat. Di dalam PNS terdapat berbagai macam bidang atau profesi. Setiap bidang memiliki penilaian sendiri dalam mengukur kinerja pegawai. Untuk mengetahui hal tersebut penilaian pegawai tidak dinilai hanya dari sasaran Kinerja Pegawai (SKP) saja melainkan aspek-aspek pendukung lain seperti golongan, eselon, hukuman disiplin, diklat fungsional, diklat struktural, diklat teknologi, seminar, dan tanda jasa. Pada penelitian ini, dilakukan evaluasi pegawai sebanyak 39 data PNS Kabupaten Blora dengan dilakukan perhitungan menggunakan tools weka untuk mendapatkan tiga klaster pegawai diantaranya yaitu klaster sangat baik, baik, dan kurang baik. Dari perhitungan tersebut diperoleh hasil sebanyak 8 (21%) klaster baik, 7 (18%) klaster cukup, dan 24 (62%) untuk klaster kurang baik.

Kata Kunci: PNS, klaster, weka, penilaian kinerja

Civil Servants (PNS) are jobs that are sought after because they are able to become the foundation of people's lives. In civil servants there are various professions. Each profession has its own assessment in measuring employee performance. To find out about this, employee appraisal is not only assessed from the Employee Performance target (SKP) but other supporting aspects such as class, echelon, disciplinary punishment, functional training, structural training, technology training, seminars, and services. In this study, a civil servant evaluation of 39 from Blora Regency was carried out by calculating using Weka tools to get three clusters of employees including clusters that were very good, good, and not good. From these calculations, 8 (21%) clusters were good, 7 (18%) were pretty clusters and 24 (62%) for poor clusters.

Keywords: civil servants, clusters, staff, performance appraisal

