

Development of a Decision Support System for Employee Rotation at Yogyakarta State University

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ABSTRACT

This research aims to develop a Multi Layer and Multi Impact based Employee Rotation Information System at Yogyakarta State University. The motivation for developing this system comes from the need for universities to have effective internal and external strategies to optimize operations and improve the quality of education and relations with society and government. In this context, employee rotation is an important strategy to improve skills and competencies, assess performance more objectively, and increase employee job satisfaction. The research method used is R&D (Research and Development) with a focus on developing and testing systems that are able to support employee rotation decisions efficiently.

The system developed includes several main features such as dashboard statistical rotation, employee data, and SPK (Decision Support System) decision analysis. The implementation of the system is expected to increase transparency, objectivity in performance assessments, and make it easier for management to rotate employees. From the research results, the system has successfully demonstrated the potential to increase employee productivity and performance through more systematic and structured management rotation. This research provides recommendations for improving system features, integration with other HR systems, and improving communication and transparency of the rotation process.

Kata Kunci: Information Systems, Employee Rotation, Higher Education Strategy, Decision Support Systems, Yogyakarta State University.