



Decision Support System for Determining PPPK Teacher Acceptance at the Education and Culture Office of Ogan Ilir Regency Using Simple Additive Weighting Method

Robinson^{1*}, Ridwan Effendi², Leni Noviyanti³

^{1,2,3} State Polytechnic of Sriwijaya
Robinson_mi@poslri.ac.id

Abstract. An evaluation of criteria is necessary to determine the achievement of each teacher who is a potential candidate for the PPPK selection, including the need to identify the criteria of teachers who are eligible to pass the PPPK selection. This research aims to evaluate teacher criteria in supporting decision-making using the Simple Additive Weighting (SAW) method. This study involves the development of a decision support system model utilizing the SAW method. The design process produces a ranking process by displaying the highest and lowest values. The assessment system is initiated by the school principal and senior teachers.

Keywords: SAW, Decision Support System, PPPK Selection

1. Introduction

Contract teachers often face a marginalized status in society. Many contract teachers complain about low salaries compared to their heavy workload. Despite being considered unsung heroes, these teachers also require a decent income to support their daily lives. They dedicate a significant amount of their time to various school activities. They are often paid less than the minimum wage and may even receive voluntary payments. Although they may appear to be civil servant teachers due to their uniforms, the benefits they receive are substantially different.

"According to Ryan and Deci (2001), psychological well-being is closely related to the fulfillment of human needs hierarchy. The fulfillment of these needs contributes to an individual's happiness in daily life. Moreover, individuals with fulfilled needs experience a higher level of psychological well-being. Ryff (1989) suggests that individuals with positive psychological well-being are capable of accepting their life circumstances. Individuals with psychological well-being are characterized by the fulfillment of both physical and spiritual needs in their daily lives."

The dedication of contract teachers is significant; however, it is inversely proportional to their income. Their earnings are insufficient to provide a decent standard of living. This phenomenon has undoubtedly left a negative impact on contract teachers who aspire to achieve a better life. To provide them with a fair opportunity to earn a decent living, the opening of the Civil Servant (ASN) selection for Government Employees with Employment Contracts, or PPPK, is an effort to provide equal opportunities for contract teachers. PPPK, as part of the ASN, has the same duty to serve the public, particularly in the field of education (Raraswati et al., 2021).

The Ministry of Education, Culture, Research, and Technology (Kemendikbudristek) prioritizes the appointment of contract teachers in the public schools where they have been working and serving. However, due to the selection process being conducted by an assessment team consisting of the school principal and senior teachers, there is a possibility of unfairness during the evaluation. For instance, the school principal or senior teachers may favor a particular teacher due to a personal relationship (Setiawan et al., 2022).

The Education and Culture Office of Ogan Ilir Regency has received many PPPK teachers, ranging from elementary school PPPK teachers to junior high school PPPK teachers. However, the selection process for PPPK teachers involves several criteria, such as length of teaching experience, evaluations by senior teachers, and assessments from the principal of the school where the teacher works. Additionally, the teacher must be registered in a public school under the jurisdiction of the Education and Culture Office of Ogan Ilir Regency.

2. Identifying Problem

In this part, we identified the problems faced by the Education Office of Ogan Ilir. The main issue is how to hire contract teachers as PPPK teachers fairly. We want to ensure that these teachers receive good pay and benefits. To achieve this, we need to compare different methods of evaluating teachers, including the use of the Simple Additive Weighting (SAW) method.

3. Methodology

According to Kusumadewi (2006: 74), the SAW method is a weighted sum method. The basic concept of the SAW method is to find the weighted sum of performance ratings for each alternative across all attributes. The SAW method requires the normalization of the decision matrix (X) to a scale that can be compared to all available alternative ratings. The fundamental concept of the Simple Additive Weighting method is to find the weighted sum of performance ratings for each alternative on all attributes (Fishburn, 1967) (MacCrimmon, 1968).

4. Results and Discussion

Based on the results of the decision support system for determining the acceptance of PPPK teachers in the Education and Culture Office of Ogan Ilir Regency, developed using the PHP programming language and MySQL database.

In this process, users (Admin, teachers, principals, and supervisors) can log in to view the dashboard. Users can then manage PPPK teacher data, and the admin can also manage PPPK teacher data, evaluations, and generate PPPK teacher reports. There is also a logout menu.

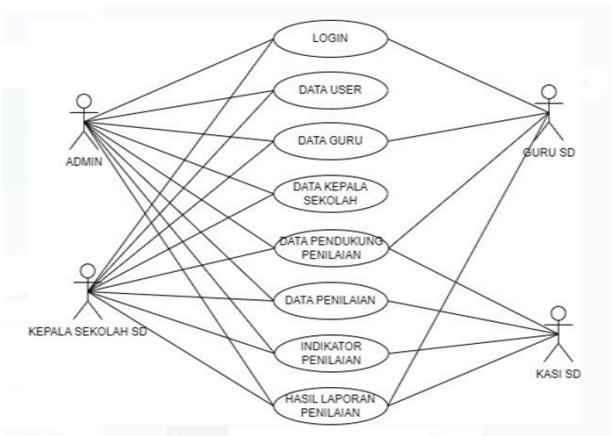


Fig 1. Use Case Diagram.



Fig 2. Login page.

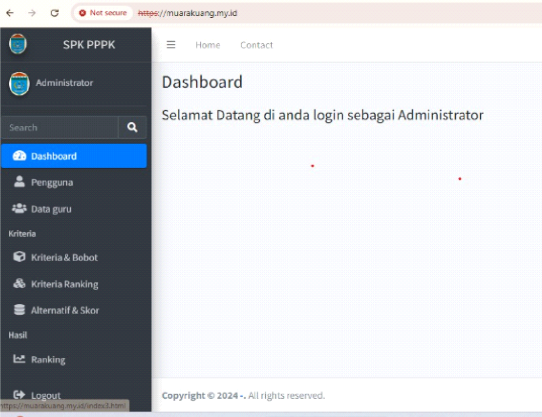


Fig 3. Dashboard page.

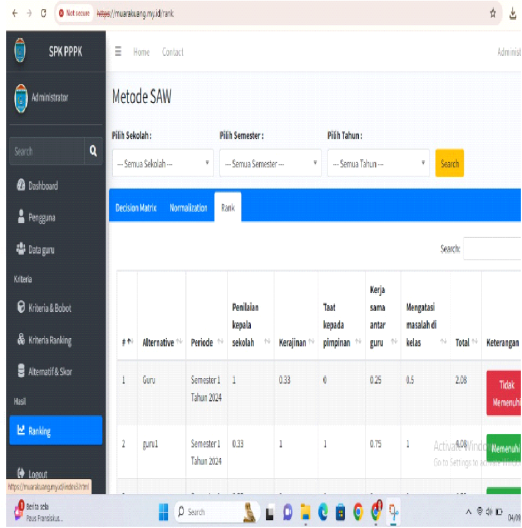


Fig 4. PPPK Teacher Performance Report Page.

4. Conclusion

The Simple Additive Weighting (SAW) method can be applied to decision support systems for the selection of PPPK teachers to provide optimal ranking and determination results. The PPPK teacher data in this system can be further improved by integrating it with the PPPK teacher data in the existing system of the Ogan Ilir Regency Education, Youth, and Culture Office. This will enable automatic updates of PPPK teacher data, including additions, deletions, and corrections, at both elementary and junior high school levels.

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