

ABSTRACT

APPRAISAL MODULE DEVELOPMENT WITH 360 DEGREE METHOD IN ASSESSMENT TOOLS PLATFORM WEB-BASED

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The development of technology is developing so rapidly, this has led to new companies engaged in technology, especially information technology. These companies usually handle or offer a product or service to support the implementation of information technology for various fields. Although the software has been successfully implemented in various fields, the reputation for failure is still quite high. One of the factors causing the failure of the project relates to the lack of skill of the development team. Project team members must have the skills, knowledge, experience, and abilities to complete the project. Therefore, the human factor in the software development process is one of the determinants of the success of a project, regardless of the technology and Tools used. To improve the quality of human resources, a method or technique is needed. One of the techniques used by company Management in improving the quality of human resources is by assessing individual performance. Therefore, this study provides a solution with an objective Assessment Tools application platform. An objective individual Assessment can be done using the 360 degree method. The 360 degree method is an Assessment of various sources such as Assessments from superiors, subordinates, colleagues, and Self-Assessment. Therefore, this study will develop an Appraisal module with the 360 degree method on the platform Assessment Tools. In designing to the testing process, this application is built using the Collaboration Model of Software Development as a system development methodology. With this platform, it is hoped that it can help organizations to find out individual competencies from various sources such as evaluations from superiors, subordinates, colleagues, and themselves. So that it will be more effective and

objective to find out individual competencies according to work behavior in order to achieve success in software development projects.

Key word: platform Assessment Tools, performance Assessment, 360 degree method, collaborative model, software development.