

## **ABSTRACT**

Employee performance appraisal is a crucial element in efforts to improve the quality of human resources in the workplace, particularly in government institutions such as Lapas Class IIB Padang Sidempuan. An objective, systematic, and measurable assessment is required to produce fair decisions and support organizational performance improvement. This research implements the Rank Order Centroid (ROC) and Weighted Aggregated Sum Product Assessment (WASPAS) methods in building a decision support system for employee performance evaluation. The ROC method is used to determine the weight of each criterion based on its order of importance, while the WASPAS method calculates preference values and rankings for each alternative (employee). The implementation results show that the combination of these two methods can produce logical and accurate assessments and facilitate management in making decisions related to employee evaluation and development. The developed system presents data efficiently and transparently, thus supporting more objective and structured decision-making.

Keyword: Decision Support System, ROC, WASPAS, Performance Evaluation, Lapas Class IIB Padang Sidempuan.