

PENGEMBANGAN MODUL SASARAN KINERJA PEGAWAI DAN ROLE-BASED ACCESS CONTROL PADA SISTEM INFORMASI KINERJA FAKULTAS ILMU KOMPUTER UPN VETERAN JAKARTA

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ABSTRAK

Proses penilaian kinerja pegawai di Fakultas Ilmu Komputer UPN "Veteran" Jakarta — terutama pada tahap penyusunan hingga penandatanganan Sasaran Kinerja Pegawai (SKP) — sebelumnya berjalan tanpa dukungan digital: dokumen disiapkan dalam bentuk fisik dan disetujui secara berjenjang, sehingga jejak validasi antar-tahap tidak terekam dan sulit dilacak. Persoalan lain muncul dari sisi keamanan data, yakni setiap pengguna yang masuk ke sistem dapat menjangkau menu maupun data milik unit lain karena belum ada pembatasan akses yang mengikuti peran — kondisi yang membahayakan kerahasiaan data kinerja antar-unit. Untuk menjawab kedua persoalan tersebut, penelitian ini membangun dua modul, yaitu modul SKP dan modul Role-Based Access Control (RBAC), sebagai bagian dari Sistem Informasi Pelaporan Kinerja IKU dan PK. Pengembangan memanfaatkan Next.js pada sisi antarmuka dan NestJS pada sisi layanan, dengan pendekatan Rapid Application Development (RAD). Modul SKP menangani penyusunan serta penandatanganan digital, baik untuk Rencana SKP maupun Hasil SKP (Evaluasi Kinerja Pegawai), melalui tiga tingkatan pemeriksaan — pegawai, pemeriksa (checker/atasan langsung), dan penandatanganan akhir — dan dilengkapi fitur pengembalian dokumen untuk revisi beserta riwayatnya, pengaturan penilai per peran, hingga pencetakan dokumen. Modul RBAC menyediakan dukungan banyak peran dalam satu akun disertai perpindahan peran (switch role), pengaturan peran mana saja yang datanya boleh dilihat, serta pengaturan menu/fitur yang dapat diakses tiap peran. Verifikasi fungsi dilakukan menggunakan Black Box Testing terhadap delapan peran pengguna, dan seluruh fungsi inti kedua modul terbukti berjalan sesuai rancangan. Dengan demikian, penilaian kinerja pegawai diharapkan menjadi lebih mudah ditelusuri, akuntabel, sekaligus terjaga dari sisi pengaturan hak akses.

Kata Kunci: Sasaran Kinerja Pegawai, Role-Based Access Control, Sistem Informasi, Rapid Application Development, Hak Akses Berbasis Peran

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ABSTRACT

Employee performance appraisal at the Faculty of Computer Science, UPN "Veteran" Jakarta — particularly the stage from preparing to signing the Employee Performance Target (Sasaran Kinerja Pegawai/SKP) — previously operated without digital support: documents were prepared physically and approved in a tiered manner, so the validation trail between stages went unrecorded and was difficult to trace. A further issue arose on the data-security side, where any user who logged in could reach the menus and data belonging to other units because no role-based access restriction was in place — a condition that endangered the confidentiality of performance data across units. To address both problems, this research develops two modules, namely the SKP module and the Role-Based Access Control (RBAC) module, as part of the KPI and Performance Agreement (PA) Performance Reporting Information System. The development employs Next.js on the interface side and NestJS on the service side, using the Rapid Application Development (RAD) approach. The SKP module handles the digital preparation and signing of both the Performance Plan (Rencana SKP) and the Performance Result (Hasil SKP/Employee Performance Evaluation) through three levels of review — employee, checker (direct supervisor), and final signer — and is equipped with a document-return-for-revision feature along with its history, per-role assessor configuration, and document printing. The RBAC module provides multi-role support within a single account together with role switching, configuration of which roles' data may be viewed, and configuration of the menus/features accessible to each role. Functional verification was carried out using Black Box Testing across eight user roles, and all core functions of both modules were shown to run as designed. Accordingly, the employee performance appraisal is expected to become more traceable, accountable, and secure in terms of access-rights management.

Keywords: Employee Performance Target, Role-Based Access Control, Information System, Rapid Application Development, Role-Based Access