

The application of FAHP and VIKOR to evaluate company employees

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Abstract

Employee performance appraisal usually depends on top managers' preferences. The current performance appraisal system should be improved to motivate employee and to increase their productivity. To improve the current unreasonable appraisal system, an employee performance evaluation model is proposed in this study. The fuzzy analytic hierarchy process (FAHP) is adopted first to evaluate the importance of the performance indicators. A multi-criteria analysis via the compromise ranking method, also known as the VIKOR method, is used next to prioritize and rank the overall performance of employees. The proposed model can be used to in real practice evaluate employees fairly.

Keyword : Fuzzy Analytic Hierarchy Process (FAHP); VlseKriterijumska Optimizacija I Kompromisno Resenje (VIKOR); Employee Performance Evaluation.