

**UNIVERSITI TEKNOLOGI MARA**

**EVALUATING TEACHING  
PERFORMANCE CRITERIA IN  
SECONDARY SCHOOLS USING  
FUZZY ANALYTIC HIERARCHY  
PROCESS (FAHP) AND FUZZY  
TECHNIQUE FOR ORDER  
PREFERENCE BY SIMILARITY TO  
IDEAL SOLUTION (FTOPSIS)**

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**July 2025**

## ABSTRACT

Assessing teacher performance of teachers is vital for improving teaching quality and enhancing overall learning outcomes in the education sector. However, the process can be subjective and involving multiple criteria, so it becomes challenging to compare and rank teachers on the objective scale. The research aims at identifying the criteria that influence teaching effectiveness and to provide a fair decision making procedures for ranking teachers. Fuzzy Analytic Hierarchy Process (FAHP) and Fuzzy Technique for Order Preference by Similarity to Ideal Solution (FTOPSIS) are a tool of decision making, which is applied to evaluate wide-ranging and uncertain problems involving multiple criteria. Accordingly, the FAHP process is employed in resolving the uncertainty and fuzziness of human judgment in assessing the teaching performance criteria, whereas FTOPSIS method is used to rank the teachers who serve as the alternatives. This research presents a more comprehensive model in evaluating teaching performance that integrates these two fuzzy based techniques. The procedure to be carried out would be to transform the results into the weights of criteria using FAHP and the ranking of teachers using the FTOPSIS. Four experts evaluated seven criteria and Microsoft Excel was used to perform the fuzzy calculations. The findings show that teaching preparation was rated as the most important criterion, while assessment and feedback was rated the least important. It is also indicates that Teacher 5 received the highest performance ranking followed by Teachers 6, 2, 4, 3 and 1. In summary, the method helps fair teacher evaluation and development. Future research could consider broader scopes, including criteria selection, the number of experts and alternatives involved and using other decision making method.

## **ACKNOWLEDGEMENT**

In the name of Allah, the Most Gracious, the Most Merciful. I am truly grateful to Allah for granting me the strength and perseverance to complete my degree journey successfully.

I want to express my sincere appreciation to my supervisor, Miss Nur Solihah Khadhiah binti Abdullah, for her guidance, patience and unwavering support throughout this project. I also extend my gratitude to Dr. Atikah binti Salahudin and Dr. Norhaslinda binti Zull Pakkal, our Final Year Project (MSP600) lecturers, for their insightful advice and encouragement that significantly contributed to the success of this project.

My heartfelt thanks go to my beloved parents, Nik Hasniah binti Abdullah and Abdul Rahim bin Mamat, whose love, sacrifices and constant belief in me have always been my driving force. I am also deeply thankful to my family and friends for their endless support, understanding and encouragement throughout this journey.

Lastly, I thank myself for staying committed to completing this challenging journey and reaching this significant milestone.

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