

*Faculty of Economy
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***APPLICATION OF PERFORMANCE APPRAISAL TOWARD EMPLOYEES
OF PT STARINDO KARYA REZEKI***

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ABSTRACT

The objective of this practical work is to overcome the hurdles that are being faced by PT Starindo Karya Rezeki, in order to reduce employee turnover rates and increase employee's motivation in job. This practical work is carried out from 29 October to 20 December 2019. The implementation techniques used in this practical work are conducting observations, interviews, data analysis, design, and simulation.

The project output of this practical work is an employee performance appraisal form. Other supporting documents are reward programs, and training and development programs. This project output was created so that the company has documented employee performance development data.

The performance appraisal system is designed with an assessment based on three aspects, there are aspects of technical work, aspects of personality, and aspects of leadership, that will be assessed by giving a score and the results of the assessment will be determined according to the predetermined score classification. Based on this assessment, the company can use these data as guidelines in determining management policies or decisions in the future.

Key words: turnover, performance appraisal, reward, training and development