EXECECUTIVE SUMMARY

APPLICATION PERFORMANCE APPRAISAL AND PENGEMBANGAN JOB ANALYSIS AT TOKO ONLINE MINIGROSIR MALL

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This study discusses the lack of a job analysis sistem and performance appraisal at Toko Online Minigrosir Mall. The purpose of this study is to tidy up the company's structure, make clear job description and job specification and also to improve the performance of the company's employees. The process of collecting data used the Rating scale method for performance appraisal and for job analysis used Observation and interviews aimed at finding out the obstacles experienced directly by employees while working at Toko Online Minigrosir Mall. All results from observations, interviews, and also collection through the Rating scale method of performance appraisal will be analyzed and used for guidelines for creating job analysis for companies. The results of the analysis are that job analysis that does not exist in this company makes employees less interested in working and there is no intention to make the company progress, besides uncertain working hours and overtime coercion is one of the problems that must be resolved to increase employee's intention to work, because it can have an impact on the quality of the company going forward.

Keyword : performance appraisal, job description, job specification, job analysis.