

EXECUTIVE SUMMARY

IMPLEMENTATION OF EMPLOYEE PERFORMANCE APPRAISAL IN PT. LINTAS LAUT SAMUDERA

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In the work of this practice, the author aims to assist PT. Lintas Laut Samudera in resolving existing problems that are assessment of employee performance. In its implementation, the work of practice is conducted during the period 28 October 2019 until 31 December 2019. Outdoor work is expected to produce an employee performance appraisal system that has been adapted to the implementation of human resources practices in the company.

In the implementation, the method used in this practice work is to use the observation method, the company's owner interviews, designing the project, and then implementing the existing project design. Results that can be from observations in the company directly and also interviews conducted with the company owners produce information that can be used to design an external project. For outdoor projects used in this practice work use the employee Work assessment format using the rating scale method that is a rating scale.

At work this practice the author hopes to in the future the employee performance appraisal system that has been designed can be useful for the owner of the company and its employees and writers. The employee performance appraisal system is based on the determination of the method of work assessment system to be used, determining assessment criteria, and also counting the value of each existing criteria.

Keyword: *Performance Appraisal, Rating Scale, Work Evaluation Criteria, Employee Performance Appraisal*