

EXECUTIVE SUMMARY

IMPLEMENTATION OF EMPLOYEE PERFORMANCE APPRAISAL IN PT. MITRA FESINDO JAYA

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The implementation of the work practice project was held on 01 October 2019 until 06 December 2019. Which aims to solve the problem and give advice on solving problems in PT. Mitra Fesindo Jaya, so as to facilitate the company in resolving a problem that occurs in the employee or company . Located in the Union Industrial Park area of Block H No. 12, Batu Ampar subdistrict. In doing workmanship author practice using observation methods and interviews to get more information.

In the performance appraisal sistem the author identifies the problems faced by PT. Mitra Fesindo Jaya, formulating business problems, designing the implementation of appropriate performance appraisal strategy for PT. Mitra Fesindo Jaya, then the authors Implementing a performance appraisal strategy that has been designed with the approval of business owners and conducting evaluation of the company's progress after implementation.

In implementing and designing the appraisal sistem of employee performance at PT. Mitra Fesindo Jaya, this performance appraisal sistem can provide a motive for employees who have been assessed their performance to learn better to achieve their goals. Organization, for this sistem company can help the company to better recognize the nature of the employees and can provide a bonus for employees who have achieved the organizational objectives that have been determined.

Keywords: *Performance scoring sistem, employee performance, reward sistem.*