

UNIVERSITAS INTERNASIONAL BATAM

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DESIGN EMPLOYEE PERFORMANCE APPRAISAL SYSTEM IN MC MART

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ABSTRACT

This practical work aims to assist manager in designing employee performance appraisal systems in accordance with appraisal methods in human resource practices. This is because the Mc Mart retail trade store has never implemented an employee performance appraisal system.

To get the data needed, the techniques used are interviews and observation. After collecting data, the authors designed an employee performance appraisal system using a Graphic Rating Scale method so that the outcome of the project is a performance appraisal form to be implemented. This practical work is carried out for three months from October to December 2019.

After implementing the employee performance appraisal system, the manager already knows the policies that will be taken for employees. Employees who get high performance appraisals are rewarded for their performance by giving appropriate salaries and bonuses and employees who get low performance appraisals are given training and guidance so that individual employee performance improves and is able to provide the best performance in accordance with the objectives and can compete because it is supported by employees who reliable in its work.

Keywords: Design, Performance Appraisal, Graphic Rating Scale Method