

***DESIGN OF GRAPHIC RATING SCALE METHOD TO  
IMPROVE EMPLOYEE PERFORMANCE IN  
CV. CINEMA CREATIVE***

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***ABSTRACT***

*Employee performance appraisal system conducted on CV. Cinema Creative aims to overcome the problems of the performance appraisal system that has not been properly implemented and also to improve employee performance by 10%. The technique used towards this company issue is by making an employee performance appraisal form which is given to the director to appraise the employee's performance appropriately. The aspects assessed in the implementation of this practical work are: teamwork, discipline, leadership, knowledge of the work and customer focus. The employee performance appraisal form is used to assess all employees who work at CV. Cinema Creative.*

*The implementation of this practical work was carried out for four months, more specifically from the 1<sup>st</sup> of October, 2019 to 31<sup>st</sup> of January, 2020. The method used by the authors in this practical work report is the method of observation and interviews with business owners.*

*The results of the performance appraisal system that has been designed by the author and implemented by the company allows the director in assessing the potential of employees and easily see their improvements.*

*Keywords: Performance, Observation, Interviews, Performance Appraisal, Employee Performance Appraisal System.*