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IMPLEMENTATION OF PERFORMANCE APPRAISAL SYSTEM AT CV. NITASON SEJATI BATAM

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ABSTRACT

CV. Nitason Sejati Batam is a company engaged in the field of repair and spare parts for water pumping machines, wind pumps, grenda, drills and others. So far, business owners have not formally assessed employee performance. So far, business owners do not have a record of employee performance and achievement.

In carrying out this practical work, the author helps business owners to design an employee performance appraisal program that is useful for evaluating each employee. This evaluation is needed to motivate employees in their work. This motivation arises because business owners respect employee performance by providing fair and transparent assessments, so employees know their strengths and weaknesses.

In designing this practical work, the authors use the performance appraisal method with the ranking scale method. This method was chosen because it is easier to do and available evaluation criteria where the results of employee performance appraisals that are designed will later produce a more objective performance appraisal. The author hopes that this employee performance appraisal program will have a positive impact on the performance of employees and also the company.

Keywords: performance appraisal system, appraisal criteria, ranking scale method