

UNIVERSITAS INTERNASIONAL BATAM

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THE IMPLEMENTATION OF EMPLOYEE PERFORMANCE APPRAISAL IN PT. PRISMA DANTA ABADI

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ABSTRACT

Job appraisal is a process in measuring employee performance against work standards and regulations set by the company, by comparing work results with job descriptions set in a particular work period. This performance improvement is caused by the work system that is run through the management and development of human resources with standards that have been agreed by the company.

The implementation of practical work is done at PT. Prisma Danta Abadi by using the Pairwise Comparison method, which is by comparing the performance of an employee with other employees on one sheet assessment form. Data for design by direct observation to the work location of employees and interviews with business owners.

By applying this performance appraisal method to employees, business owners hope to be able to improve employee performance consistently and sustainably so that they will be able to sustain the company's progress. By clearly knowing the performance of each employee, a clear career design in the company can be designed.

Keywords: employee performance appraisal, pairwise comparisons, employee performance improvement