

Abstrak

Penelitian ini dilakukan untuk mengetahui keefektifan penilaian kinerja atau job performance appraisal karyawan yang ada di PT Asoka Nugraha Sakti dan mencari kelemahan dari penilaian tersebut. Penelitian dilaksanakan di kantor PT Asoka Nugraha Sakti dan PT KHI Pipe Industries. Metode yang digunakan dalam penelitian ini adalah studi kasus, yaitu dengan menjelaskan penilaian kinerja karyawan yang ada di PT Asoka Nugraha Sakti dan mengevaluasi kesesuaiannya dengan tujuan dan kriteria menurut Gerlach *et al* dan Noe *et al*. Hasil dari penelitian menunjukkan penilaian kinerja karyawan belum efektif karena ada satu tujuan dan satu kriteria yang belum terpenuhi.

Kata kunci: karyawan, *employee*, *job appraisal*, penilaian kinerja

Abstract

The research is purposed to identify the effectiveness of employee job appraisal in PT Asoka Nugraha Sakti and identify any deficiencies on it. The research is conducted PT Asoka Nugraha Sakti and PT KHI Pipe Industries. The method has been conducted in this research is study case. This research describes the employee job appraisal that conducted in PT Nugraha Sakti and evaluate job appraisal in PT Asoka Nugraha Sakti to purposes of job appraisal according to Gerlach et al and criteria of job appraisal according to Noe et al. The result shows that employee job appraisal is not effective because there are one purpose and one criterion that have not fulfilled.

Keyword: karyawan, employee, job appraisal, penilaian kinerja