

PENILAIAN KINERJA KARYAWAN DAN USULAN PEMBERIAN REWARD KARYAWAN MENGGUNAKAN FUZZY ANP DAN RATING SCALE PADA DEPARTEMEN STP PRODUCTION PT. MEKAR ARMADA JAYA

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ABSTRAK

Penilaian kinerja karyawan merupakan salah satu bagian yang penting bagi perusahaan untuk menetapkan tindakan kebijakan selanjutnya. Dengan penilaian kinerja karyawan, berarti para bawahan mendapat perhatian dari atasan sehingga mendorong bawahan bersemangat kerja, asalkan proses penilaiannya jujur dan objektif serta ada tindak lanjutnya. Begitu juga pada PT.Mekar Armada Jaya yang harus melihat dan memberi perhatian pada aspek sumber daya manusia ini. Belum adanya metode yang pasti di PT.Mekar Armada Jaya menyebabkan penilaian kinerja karyawan masih bersifat subjektif. Departemen stamping production bagian sub assembly merupakan salah satu bagian yang perlu adanya penilaian kinerja karyawan yang bersifat objektif karena departemen dengan jumlah karyawan terbanyak sehingga persaingan kerja di departemen tersebut ketat. Dalam penelitian ini, penilaian kinerja karyawan menggunakan metode fuzzy ANP untuk mendapatkan bobot dari kriteria – kriteria yang mempengaruhi penilaian kinerja karyawan di PT. Mekar Armada Jaya berdasarkan kamus kompetensi spencer. Yang didapatkan 5 kriteria dengan 11 kompetensi sebagai faktor penilaian kinerja karyawan Kemudian menggunakan metode rating scale untuk melakukan penilaian kinerja karyawan sehingga diperoleh total score dari masing – masing karyawan. Dengan diperoleh total score tersebut, diberikan usulan rata – rata kenaikan gaji karyawan sebesar 16%.

Kata Kunci: *Penilaian kinerja karyawan, Fuzzy ANP, Kamus Kompetensi Spencer*

ABSTRACT

Employee performance appraisal is one part that is important for companies to assign next policy action. With employee performance assessment, meaning the subordinate got the attention of his superiors and so encourage them eager to work, provided that the assessment process to be honest and objective as well as any follow-ups. PT.Mekar Armada Jaya pay attention to this human resources aspect. PT. MAJ didn't have definite method to assess employee performance. Stamping production departments the sub assembly is one part that is need for employee performance assessment that is objective is the Department with the largest number of employees working in the Department so that the competition is very tight. In this study, employee performance assessment using fuzzy ANP method to get the weights of the criteria that affect employee performance assessment in PT Mekar Armada Jaya based on spencer competency. Acquired competence with 11 criteria 5 as a factor employee performance. Then, assessment rating scale method is used to conduct employee performance assessment so that obtained the total score of each. With the total score obtained, given the proposed calculation of employee salary increases based on performance assessment results to employees. From this study the average of increasing salary is 16%.

Keywords : *Employee performance appraisal, Fuzzy ANP, spencer competency*

