

Evaluasi kriteria penilaian kinerja leader dan group leader pada perusahaan otomotif dengan metode analytic hierarchy process (AHP) = Criteria evaluation of leader and group leader performance appraisal in automotive company with analytic hierarchy process (AHP)

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Abstrak

Penilaian kinerja karyawan sangat penting untuk melihat sejauh mana kinerja karyawan. Dalam menilai kinerja karyawan harus ditetapkan terlebih dahulu standar/kriteria kinerja yang akan diukur. Penelitian ini bertujuan untuk mengevaluasi kriteria yang digunakan untuk mengukur kinerja karyawan di perusahaan otomotif pada tingkat leader dan group leader dengan metode Analytic Hierarchy Process (AHP). Dengan AHP, kriteria dan sub kriteria yang digunakan dalam penilaian kinerja akan disusun dalam bentuk hirarki. Dari penelitian didapatkan enam kriteria yang akan dievaluasi yaitu Job Knowledge, Quality/Quantity of Work, Planning/Organization, Initiative/Commitment, Teamwork/Cooperation, dan Interpersonal and Communication. Model evaluasi ini dapat dijadikan sebagai dasar pertimbangan perusahaan dalam menilai kinerja karyawan.

Performance appraisal is an important thing to do in a organization to see whether the performance of the employees are good or bad. The first step in evaluate the employee performance appraisal is to determine the criteria and sub criteria for evaluation. This research's objective is to evaluate the criteria that used in performance evaluation in automotive company. The objects that evaluated are employees at level of leader and group leader using analytic hierarchy process. By using AHP, criteria and sub criteria that used in performance evaluation are arranged in hierarchical structure. From the research, six criterias are chosen: job knowledge, quality/quantity of work, planning/organization, initiative /commitment, teamwork/cooperation, and interpersonal and communication. This evaluation model can be used to be the base of performance evaluation in the organization.