

ABSTRACT

HR performance measurement division at PT XYZ is currently done by measuring of individual ratings not to measure the performance of the division. HR performance measurement division at PT XYZ is currently done by measuring of individual ratings yet to measure the performance of the division. HR has an important role in the company is implementing organizational culture, developing education and training for employees, reward, develop careers, promotion and placement, compensation and benefits, recruitment selection placement, termination, industrial relations, performace management, competency management, organization & development and HR System Development.

Performance measurement HR division at PT XYZ is still thinking about a lot of shortcomings, so the company need for performance assessment method approach Human Resource Scorecard (HR Scorecard). It is a method for designing and implementing a measurement system SDM linking between the workers, the company's strategy and performance views from four perspectives are: financial perspective, customer perspective, internal business processes, and learning and growth perspective.

Performance measurement at PT XYZ is initiated by the way of elaboration of the vision, mission and strategy into strategic objectives, critical success factors and indicators of success. After that the performance is measured by weighting with Analytical Hierarchy Process (AHP) method. This performance measurement produces 49 success indicators that affect the performance of human resources and has the end result of overall performance 3.13 with good criteria.

Keywords: Performance Measurement, Human Resource Scorecard, Analytical Hierarchy Process (AHP).