

ABSTRACT

PT Sangkuriang International is one of many IT consultant companies that established since 2006 and start to settle as a company in 2010 with its own vision and mision. With its vision and mision, PT. Sangkuriang Internasional needs an adequate Employee Performance Measurement System.

Along with the rapid development of the business world, therefore the global nature of competition between companies is getting tighter. In order to survive in the competition, every companies should determine the proper business strategy because the business strategy is a base and the most important element in order to achieve the target that's been determined by the management level team.

Determining organization's strategy cannot be separated from an Employee Performance Measurement. Where employee's performance is one of the main important things to organization's performance.

Balanced Scorecard (BSC) is one of the method that is used to measure the performance of the company. By using BSC method, the company can translate its vision and mision into a set size of an ation plan that interpret the whole company that gives the measurement and the strategic management system a framework.

PT. Sangkuriang International is one of the consultant IT company that hasn't implement the employee performance measurement for its whole division. Therefore the company employee's performance measurement using Balanced Scorecard is developed for PT. Sangkuriang International with the intention for increasing the company performance using the indicator that's been determined by the company beforehand for each one of the employee.

The application that developed is an information system that can receive input data from management side that will be processed with a certain formula so that it will produce the progress value that will be compared with the target value, in the indicator level, person level, position level, and division level.

Keyword: *Balanced Scorecard, BSC, employee performance measurement, Key Performance Indicator, KPI.*