

ABSTRACT

Performance Appraisal is a way that made organization or company in assessing the performance of employees working. Performance Appraisal is a useful way to manage and develop employees' potential, assist in organization or company decision making, as well as assisting in the Planning organization or company involving performance Appraisal results. PT Primarindo Asia Infrastructure Tbk is a company engaged in the footwear industry, including the production and distribution of sports shoes and casual shoes to local and international markets. With the number of employees reached a thousand people, 800 of whom are full-time employees should be assessed performance.

With the number of permanent employees has reached 800 people, the company is still using manual performance Appraisal, so the performance Appraisal process at the company takes a very long time, there is errors in the calculation of performance Appraisal results, and the results of the assessment were not well documented. Based on the existing problems, the solution for the company is to implement the system, particularly the ERP system. ERP systems have been selected as the system is able to Plan the company's existing resources well, including human resources.

ERP software used is Odoo, which is software that is open source and can be developed according to the needs of the company. Implementation of the system intended to simplify and speed up business processes associated with the company's performance Appraisal. RAD method used when designing the system. RAD is a method that allows the construction design of the system in a short time and flexible. The design stage using the RAD method can be repeated until the desired results of the company. In addition RAD method is a method that can be used by developers of the system consists of a small team.

Keywords: *ERP, Odoo, Performance Appraisal, RAD*