

## **ABSTRACT**

*Telkom University is one of the private universities in Indonesia which has focused in the field of information and information technology. In nowadays, the agency has increased the number of new students so it needs qualified lecturer. To create qualified lecturer and the development of lecturer competencies, hence the need for the Performance Appraisal for lecturers. But, in existing assessment process for lecturer's performance at the Telkom University has no integrated system for Human Resources Development division that handles the training for the lecturers as their performance evaluation, their reports of Performance Appraisal results is not in detail and the score conversion is not transparent, and the results have not been upDated in right time. Solutions are considered capable in handling these issues for Telkom University by using Enterprise Resource Planning (ERP) based on SAP application. Companies or institutions that will do the implementation, need to analyze business blueprint so that the process can be run in accordance with the aim to achieve success in the implementation of the SAP system. Business blueprint contains a draft of the application system that will be implemented and the business needs of the institution. The method in this research carried out by interviews with interviewees and study the literaturs, and also adopt a few things from the ASAP methodology that used in the implementation of the SAP application system on the stage of business blueprint. The result is the implementation of SAP ERP HCM on lecturer Performance Appraisal has some constraints on the configuration, and also may change for business processes, human resources, and the needs of systems. In the other side by implemented SAP ERP system is able to support lecturers performance management, support the integration between their appraisal process to performance evaluation and lecturer's training, and providing reports for the score of lecturer's performance in the right time.*

*Keywords: ERP, SAP, HCM, Blueprint, Performance Management, Lecturer Performance Appraisal*