

---

---

## ABSTRACT

*So far, success or failure assessment from government to do the core assignment of government can't be objective. This is because there is no assessment system that can inform success level of an organization. For last decade, it never been developed a standard assessment for government to give information for the high level overnment, has the institution done the work with plan. In other words, is there a high gap between planning and assessment of the planning.*

*Because of this, it's necessary to design a system that can assess performance and success of government according to the goal that planned before. This final assignment will design an assessment performance for employee. By this system, user can do performance assessment based on the goal that has been planned. Badan Pengembangan Sistem Informasi dan Telematika Daerah (Bapesitelda) has known yhe success level of government instantion kuantitatively to do the planning.*

*This system use Management By Objective (MBO) methode. By this methode, the assessment of employee's achievement in one division or group with predetermided objective. The classification and parameter of performance assessment that be used in this system are : 1). The classification and parameter of performance assessment based on working program that susccessfully done, 2)Manajerial.Competence, the parameter is. Achievement Orientation , Initiative, Information Seeking Interpersonal Understanding, Impact & Influence, Relationship Building, Developing Others, Directiveness, Teamwork & Cooperation, Team Leadership, Analytical Thinking, Conceptual Thinking, Expertise, Self Confidence.*

*This level success assessment of work planning (RENJA) for periode 2006, first and second triwulan that use this performance assessment is 97,22%. This means that performance of organization has successfully achieved according to the plan with standard qualification. This qualification is according to the parameter limited work value. The performance work level is 3, and standard qualification.*

***Keyword : Performance Appraisal, Management By Objective Methode***