

ABSTRACT

PT. Telekomindo Primakarya, established in 1990, is a company who work in construction field and telecommunication construction. To improve customer reliability, company have a standardization for their result product as a result , in 2006 PT.Telekomindo Primakarya recognized from PT. Telkom which is a Certificate of Cable Implementation Quality System (CIQS 2000-2002). The objectives of this research are to identify measurement learning & growth indicator which able to describe the company performance in learning & growth perspective and measure the company performance.

Learning & growth performance measurement method using in this research is Balanced Scorecard method which can translate vision, mission and organizational strategy into targets and well-balanced indicator measurements.. The performance measurement of PT. Telekomindo Primakarya conducted after the measurement system designed. Designing process through some stage, which are : interview, discussion, identification of measurement indicators, and weighting of measurement indicators, then analysis of measurement results.

PT. Telekomindo Primakarya performance evaluation perform 13 success indicators which are influence the internal business process performance of the company. The indicators influencing degree depend on weight of each indicator. The indicators are :

- **Employee Capabilities (42,09%)** : Employee productivity index (13,72%), % project accomplish in just in time and appropriate (4,33%), employee performance value /period (2,18%), employee turn over index (19,14), training programs in 1 year (4,31%), % realization of training program plan (18,57%), carrier development index (8,54%), employee satisfaction index (29,21%)
- **Information Capabilities (20,66%)** : Information system management support and availability index (100%)
- **Motivation, Empowerment & Alignment (37,24%)** : % Employee retention index (45,77%), total of competent employee (26,58%), training participation index (5,83%), tool & infrastructure support and availability index (21,82%).

Performance measurement totally be conducted by measuring each of performance perspective .The result of performance measurement of each is as follow :

No	Dimension	Dimension weight	Dimension value	Perfomance value
1	Employ Capabilities	0,42	4,3828	1,845
2	Information Capabilities	0,21	4,0000	0,826
3	Motivation, Empowerment & Alignment	0,37	3,7013	1,379
Performance Value Learning& Growth Perspective				4,050
Criteria				Baik

As a result, PT. Telekomindo Primakarya performance value of learning & growth perspective is **4,050** and in **Good** category.

Kata kunci : *Balance Scorecard, Learning & Growth, Weighting, AHP (Analitical Hierarchy Process).*