

ABSTRACT

PT Len Industri (Persero) is one of the Government company or BUMN. These companies focus on areas of Railway Signaling and Renewable Energy. Len has a vision to become one of the world-class electronics manufacturing industry and infrastructure. In the long-term plan of PT Len Industri (Persero) has developed a series of strategies that are expected to be able to bring the company achieve growth targets. However, the company had never done performance measurements to see the overall performance. So far the company only focuses on performance assessment based on the financial aspect alone. Whereas financial measures can only provide some information of the past without being able to give guidance about what to do to achieve financial targets in the future (Kaplan-Norton, 1996.21). Performance measurement system will provide a comprehensive picture of company performance, the extent to which management targets achieved, and what still needs to be done by the company to improve future performance.

Balanced Scorecard or BSC is one kind of performance measurement methods. BSC is breakdown vision and strategy into concrete objectives organized along the lines 4 different perspectives such as: financial, customer, internal processes, and learning and growth. BSC basic principle is to focus on the customer, internal processes, and learning and growth now, the company will secure its future financial position. Recognizing the balance between the measurement of short and medium term is important for companies who want to tend to want short-term financial success is often also desired by the shareholders.

The design of the Balanced Scorecard PT Len Industri (Persero) generate 24 indicators of performance with the weight of the financial perspective has the highest weight of 37,248%. The second highest weighting is the customer's perspective is 33,554%. For the internal business perspective weights 14,646%, while the weight of final perspective of learning and growth perspective is of 14,552%. Weighting process uses Analytical Hierarchy Process methods. The results of the implementation of the financial perspective of value 5. While the customer's perspective getting the lowest performance score of 3,75. Internal business process perspective of performance score of 4,18, and learning and growth perspective performance scores of 4,74.

Keywords : Balanced Scorecard (BSC), Indicators of performance, AHP(*Analytical Hierarchy Process*)