

## ABSTRACT

PT Telkom in assessing the performance of its employees using the first 2 scoring system called the SKI (the unit of Performance) are abbreviated by (P) or performance. SKI is in terms of performance assessment in which each employee is required to make the program work is accompanied with the target time and also target output. The assessment is based on the assessment of competence, 2 the judge competent to employees and other indicators are determined.

For SKI in the implementation encountered several things less so good. The weight of the work that do not yet have methods and only based on intuition employees and also difficulty to give weights work programs in condition work programs complex. Another problem that occurs is related to the granting of an extra task to value. Where the granting of an extra task value has not been defined clearly, and neither does the additional tasks in the assessment of additional. In fact, it would add extra value to the evaluation results at the end of the staff. Work program for weighting will be using methods that will help ahp expert in using software to facilitate choice in granting the additional duties and more practical. The definition of value of the additional duties in detail to explain the magnitude of the value in the can by the employees. So employees know clearly the value that will be provided for the additional tasks to be provided. Results-based performance evaluations help employees inside mengidentifikasi every need required in achieving the targets set. Results-based performance evaluation helps by giving 6 indicators such as: input, process, output, outcomes, benefits and impact.

The proposed SKI repairs related to weights work programme results obtained on existing and proposed also found different results. For example on a customer: quality management of SKU education graduate school found the following results: for existing work programs 4 SKI given value based on intuition an employee is 10%, 5%, 5% and 10%. While SKI proposal for 9%, 3%, 2% and 16%. While the additional duties difference between existing and ski proposal as follows: for SKI existing associated with 2 given additional duties worth 2 % and that no additional duties on other feedback. While the proposal given to the value of 8% (for the first additional tasks) and 3% (for the second additional duties). This will be crucial in the final assessment of employees.

**Keywords: Employee performance assessment, Analytical Hierarchy Process, expert choice, Results-based performance evaluation.**