

ABSTRACT

Business development organizations today increasingly tightened by the competitive rivalry, so the enterprise is required to create the optimal performance and to realize the objectives of the company's existence. The way achieving this goal can be influenced by internal factors, such as human resource factor. Human factor needs to be regulated and managed properly, because it can push all employees to give maximum contribution for the company. The action can be realized by assessing an employee performance review which have been implemented by PT Telekomunikasi Indonesia, Tbk

Since 2011, PT Telekomunikasi Indonesia, Tbk had set appraisal employee performance review based on two components of the assessment, such as the achievement scores (P) and the behavior (B) as also implemented by PT Telekomunikasi Indonesia, Tbk Purwokerto district as a part of PT Telkom. Based on historical data assessment, implementation of employee performance appraisal has been going well through process automation, while the behavior assessment procedures have not been using process automation, and have difficulty if the final value obtained some of the same employees, due to the subjective level assessment dominates. The problem can inhibit assessment purposes, for example for career development, early retirement (early retirement), and the increase in allowance position. Therefore, a solution is needed to reduce the subjective level of assessment so the end result is relatively objective value by using AHP (Analytical Hierarchy Proses). Subjective assessment level can be reduced by using weights on the assessment criteria. The weight is calculated by comparing the level of interest among the criteria, then examined to determine the logical consistency of the level of interest that counts. If the weight value is consistent, meaning that the level of interest and have appropriate weight values can be used to calculate the value of employee behavior. AHP provides ease of calculation of weight and gives a relatively objective results, when compared with the weight value is determined based on the subjective level assessors. With the enactment of the weight rating is expected to provide added value in the form of reduced subjective level on the assessment of the behavior of employees, so that employees gain value assessment with a relatively objective compared the previous assessment system.

Employee assessment behavior have certain period of time which set by the company for each period approximately three weeks to assess 114 employees, so it is made a decision support information system behavior assessment so to realize the assessment completed on time. The decision support information system can perform the function of assessment automation so that assessments can be completed according to the the targets.

Keywords: performance review, behavior assessment, AHP