

## **ABSTRACT**

PT Trie Mukty Pertama Putra is a general supplier and construction company. In the current technology era, many companies must follow the trend and pay attention to their organization's performance in order to keep existing in the business world. As such, a performance measuring system design is needed in order to be able to measure performance and improve said performance with the correct strategies. The company only measured from financial aspect, but there was a reduction in customer numbers. This shows that it was not enough with only from financial aspect measurement, but a comprehensive measuring system that includes both financial and non-financial aspects is needed- which is the balanced scorecard method.

The performance measurement design begins with the determination of corporate strategic targets with the management party, then formulates the Key Performance Indicators which is divided into lag indicators and lead indicators, after that each indicator is weighted using the AHP method, and the last performance appraisal using the rating scale method. The design results 14 KPI and the weighting result which shows the main priority of the company is the financial perspective with weight of 33.75%, then the customer perspective with weight 27.12%, then growth and learning perspective with weight 20.70%, and internal business process perspective is on the fourth sequence with a weight of 18.43%. In assessment on KPI, there is one KPI with score 2 which indicates less good criterion, two KPI with score 3 which indicate enough criterion, four KPI with score 4 which show good criterion, and seven KPI with score 5 which indicate very good criterion.

**Keyword:** Performance measurement, Balanced Scorecard, Key Performance Indicators.