

ABSTRACT

In a company or organization, employee performance appraisal has an important role. Performance appraisal needs to be done to evaluate employee performance so as to improve company performance. CV XYZ is one of the businesses engaged in the food industry which, of course, conducts performance appraisal to its employees. CV XYZ wants to improve the quality of human resources want to be better. The purpose of this study is to design a production operator's weighting and performance appraisal indicators.

In weighting, an appropriate method is needed to determine the weight of the criteria and indicators, namely using the Analytical Hierarchy Process (AHP) method and obtaining the results of a performance rating with a rating scale. Analytical Hierarchy Process (AHP) is one method that can be used to measure the weight of employee performance criteria involving the interrelation between criteria. The stages of the Analytical Hierarchy Process (AHP) method consist of determining criteria by distributing questionnaires, constructing hierarchical structures, conducting pair comparisons, and measuring consistency.

Based on the research results obtained weighting from each criterion namely teamwork (0.163), flexibility (0.118), information seeking (0.110), proactive (0.193), expertise (0.216), passion for achievement (0.201). The results of the weighting of criteria and indicators will be used for reference in evaluating performance using a rating scale. The results of performance appraisal can be stated from the very high performance, high performance, performance according to standards, low performance, and ineffective performance.

Keywords: Human Resources, Performance Assessment, Analytical Hierarchy Process (AHP)