

ABSTRACT

PT Tekno Buana Globalindo (PT TBG) is a company engaged in oil and gas drilling waste treatment services. As a company engaged in services, PT TBG is required to provide performance to its customers well. The Operation and Engineer Division is a division that has the task of taking care of all existing waste treatment processes in the field, so that employees in the division are required to have excellent performance. PT TBG applies employee performance appraisals to be used as material for evaluating employee work. However, performance appraisal on PT TBG is considered to still not have a standard assessment and assessment is still in the same direction which raises the perception that the assessment has a bias factor. In this study, the assessment design was improved by using the Analytical Hierarchy Process (AHP) Method and using the 360 Degrees Feedback Method. The results show there are 3 performance appraisal competencies, namely personality with importance weights 26%, knowledge with importance weights 17%, and workplace with importance weights 57%, by involving a supervisor's valuation of 60%, coworker's assessment of 30%, and self-assessment of 10%. Changes made will affect the preparation and evaluation stages.

Keywords : Performance Assessment, Indicators Weight, Analytical Hierarchy Process, 360 Degrees Feedback.