

## ABSTRACT

*This study aims to determine the performance management model in the company PT Len Industri and test the success factors of performance management in the HR and General division of PT. Len Industries.*

*The sample of this study were employees of the HR and General Division. The research method uses quantitative methods with the type of descriptive research, sampling is taken with the method of saturated sampling techniques, data collection is done by questionnaire distributed directly to employees of the HR Division and General as many as 35 questionnaires. The statistical method uses Principal Component Analysis (PCA).*

*The results of this study indicate that the performance management model used by PT Len Industri is a cascading model. The application of the cascading model in the HR and General Division there are obstacles namely understanding the cascading model applied, the results of testing the success factors of performance management, from the seven factors tested successfully applied, forming two new groups of factors namely Division and Individual Performance Factors in which individuals and teams understand, Feedback, Recognition or Recognition, and Renewal, and Company Performance Factors in which Understanding by individuals and teams, Feedback, Recognition or Recognition, and Renewal, two new factors formed a contribution of 94.14%. Dominant factors of success in performance management which have the biggest contribution are 62.12%.*

**Keywords :** *Performance management models, Success Management Performance Factors, Principal Component Analysis (PCA).*