

## ***ABSTRACT***

This research was conducted at PT Telkom Indonesia. The background of this research is to look at the phenomenon of the Performance Management process and employee performance at PT Telkom Indonesia. The purpose of this research is to study the effect of performance management on the performance of the employees of PT Telkom Indonesia. PT. Telkom Indonesia in 2018 cannot be in accordance with the RKAP in 2017. The results of the performance evaluation of one segment namely GAS (Government Service Agency) obtained a percentage of 18% of the total target of 100%. And the highest achievement of MPS (Military and Police Service) is 30% of the total target of 100%, in 2018.

In this study using quantitative methods with analytical techniques used are descriptive analysis, simple linear regression analysis, partial hypothesis testing (T test), and the coefficient of determination ( $R^2$ ) and sampling using a sampling technique method that is Non Probability Sampling, with the type namely Saturated Sampling. The number of respondents in this study was 100 respondents.

The results of this study indicate that Performance Management is in the good category that is equal to 78.1% consisting of the dimensions of development and planning, management and review, reward systems, and Employee Performance in the good category that is equal to 79.6% consisting of the quality dimension, quantity, timeliness, effectiveness and independence. Based on the results of hypothesis testing there is a significant and positive effect of Performance Management on Employee Performance in the PT Telkom Indonesia Governement Service Division. namely the coefficient of determination of 39.9%, this shows that Performance Management gives an effect of 39.9% on the Performance of Employees of PT Telkom Indonesia.

Keyword: Employee Performance, Performance Mangement, Target Achievement.