

ABSTRACT

Regarding Financial Performance at PD BPR Astanajapura Klangean Cirebon branch, companies need to increase employee productivity and contribution to the achievement of company targets so that it must be supported by high employee performance. Based on empirical facts that the ineffective implementation of employee performance appraisals is not in accordance with the provisions of the performance appraisal implementation, so this study was conducted to determine and analyze the relationship between employee performance appraisals and financial performance at PD.BPR Astanajapura Klangean branch, Cirebon.

The research method used is a quantitative method, the type of research is descriptive analysis with a verification approach. The sampling technique was carried out by nonprobability sampling using incidental sampling. This research uses simple linear regression analysis. Data sourced from literature studies, observations, interviews and questionnaires. The population of this study were all employees of PD.BPR Astanajapura Klangean Cirebon branch.

The results of this study as a whole provide an overview of the application of employee performance appraisals at PD.BPR Astanajapura Klangean Cirebon branch in the Good category. It can be seen from the results of this study that the Employee Performance Appraisal which consists of the dimensions of quality, quantity, timeliness, cost effectiveness, supervisor supervision and interpersonal impact together have a positive and significant effect on the Financial Performance of PD. BPR Astanajapura Klangean Cirebon branch of 59.1 %. while the remaining 40.9% is explained by other variables.

Keywords : Employee Performance Rating, Financial Performance