

## **ABSTRACT**

PT. TPMI is a limited liability company engaged in the Service Manufacture of Turbomachinery parts, Industrial Applications parts, and Repair and Manufacture of Gearbox parts. Performance appraisal is an effort to improve the quality of human resource in developing an organization effectively and efficiently. Although PT TPMI has conducted employee performance appraisals, the work appraisals carried out are not optimal and subjective because they have not weighed the criteria or aspects of the appraisal so that it is not known which criteria or aspects affect the employee's performance the most. The Technical and Engineering operators of PT TPMI need to know which aspects of the appraisal are more important to have or vice versa so that the company can carry out operator development.

The results of weighting the interests of aspect using the Analytical Hierarchy Process obtained 19 (nineteen) aspect weights. Another purpose of assigning weighting importance is to show the order of aspect considered a priority in the Technical and Engineering division such as: Technical aspect 37.26%, Non-technical aspect 19.82%, Personality aspect 33.72%, and Leadership aspect 9.20%.

This proposed weight of each aspect and criteria will affect the results of the performance appraisal because in the existing performance appraisal are assessed with the same level of importance, while the proposed performance appraisal results is multiplied by the weight of interest, so the results obtained will be different. According to the parties related to the appraisal, the proposed performance appraisal design is judged to have more precise appraisal standards because of each aspect and criteria have their own importance weight.

**Keywords:** Human Resources, Performance Appraisal, Analytical Hierarchy Process, Importance Weight, Employee Performance