

## ABSTRACT

DP3AP2KB (*Dinas Pemberdayaan Perempuan, Perlindungan Anak, Pengendalian Penduduk, serta Keluarga Berencana*) is a government institution in the regency level under the Ministry of Women Empowerment and Child Protection (MoWECP). This institution is closely related to society because one of its duties is to provide counseling to society and handle cases reported directly by society that are related to women and children. For this reason, these employees are required to have good performance.

DP3AP2KB implements employee performance appraisal to measure employee performance and provides awards for employees who have performance with certain criteria or values. However, the performance appraisal is still carried out in a top-down way, which is causing the appraisal to have a bias factor. So that in this study was improved by using the AHP (Analytical Hierarchy Process) and the 360-Degree Feedback methods.

The results of weighting for each sub-competency are as follow: 20.04% for sub-competency of service orientation, 22.3% for sub-competency of integrity, 14.68% for sub-competency of commitment, 18.73% for sub-competency of discipline, 15.27% for sub-competency of teamwork, and 8.98% for sub-competency of leadership. For appraisers or raters, after determining the appraisers using the 360-degree method, then weighting is carried out to determine the importance weight of each appraiser. The following are the results of weighting for each appraiser: 53.28% for superiors, 15.54% for peers, 26.04% for self-assessment, and 5.13% for subordinates. The results of the proposed assessment that using the integration of AHP (Analytical Hierarchy Process) and the 360-Degree Feedback methods can eliminate bias factors, make the assessment accurate, credible, and more objective.

**Keyword:** Performance Appraisal, Employee Performance, Importance Weight, 360-Degree Feedback, AHP (Analytical Hierarchy Process)