

PERAN PERFORMANCE APPRAISAL TERHADAP EFEKTIVITAS ORGANISASIONAL PT PETRONIKA

Qonita Hapsari

Jurusan/Program Studi : Manajemen

Pembimbing I : Dr. Drs.ec. J.L.Eko Nugroho, M.Si

Pembimbing II : Dra. Elsy Tandelilin, M.M

ABSTRAK

PT Petronika sebuah perusahaan Penanaman Modal Asing (PMA) yang bergerak di Industri Kimia Plasticizer Di Octyl Phthalate (DOP) berdiri sejak tahun 1985 dan merupakan perusahaan pertama di Indonesia yang mempunyai kapasitas produksi 30.000 MT/Tahun dengan merek dagang DOP (Di-Octyl Phthalate) yang berlokasi di Gresik. Laporan kerja lapangan ini menggunakan metode internship program yang dilaksanakan di PT Petronika yang terletak di Jl. Prof. Dr. Moh. Yamin, SH Gresik. Masa kerja yang ditempuh adalah 10 minggu di masa pandemic covid-19, dimana kehadiran harus memenuhi protokol kesehatan. Tujuan internship adalah untuk memberikan solusi dan bahan pertimbangan dalam penerapan penilaian kinerja agar efektif dan dapat diimplementasikan oleh penilai secara berkesinambungan dan dapat meningkatkan peran sumber daya manusia di PT Petronika sesuai tujuan organisasional/perusahaan. Penilaian kinerja haruslah dilakukan secara periodik dan formal untuk menghilangkan efek negative pelaksanaan penilaian kinerja secara periodik yang cenderung hanya dianggap sebagai kegiatan rutin yang hanya mencari-cari kesalahan dan kelemahan karyawan, maka kegiatan penilaian kinerja haruslah ditinjau ulang secara berkelanjutan, melibatkan karyawan, dan perlunya pengakuan kinerja karyawan meskipun belum mencukupi standar. Penilaian kinerja (*Performance Appraisal*) adalah mengevaluasi kinerja karyawan di masa sekarang dan/atau di masa lalu secara relatif terhadap standar kerjanya. Penilaian kinerja membutuhkan penetapan standar kinerja, dan berasumsi bahwa karyawan menerima pelatihan, umpan balik, dan insentif yang dibutuhkan untuk menghilangkan defisiensi kinerja.

Kata Kunci : Performance Appraisal, *Di-Octyl Phthalate*, Petronika

**THE ROLE OF THE PERFORMANCE APPRAISALTER
TO ORGANIZATIONAL EFFECTIVENESS OF PT PETRONIKA**

Qonita Hapsari

*Department / Study Program : Management
Advisor I : Dr. Drs.ec. J.L. Eko Nugroho, M.Si
Advisor II : Dra. Elsy Tandelilin, M.M*

ABSTRACT

PT Petronika, a foreign investment company (PMA) engaged in the Chemical Plasticizer Industry at Octyl Phthalate (DOP) was founded in 1985 and is the first company in Indonesia that has a production capacity of 30,000 MT / year with the trademark DOP (Di-Octyl Phthalate) which is located in Gresik. This field work report uses the internship program method implemented at PT Petronika which is located on Jl. Prof. Dr. Moh. Yamin, SH Gresik. The work period taken is 10 weeks during the Covid-19 pandemic, where attendance must meet health protocols. The purpose of the internship is to provide solutions and considerations in the application of performance appraisals to be effective and can be implemented by the appraiser on an ongoing basis and to increase the role of human resources at PT Petronika according to organizational / company goals. Performance appraisal must be carried out periodically and formally to eliminate the negative effects of periodic performance appraisals which tend to be considered only as a routine activity that only looks for mistakes and weaknesses of employees, so performance appraisal activities must be reviewed on an ongoing basis, involving employees, and the need for recognition. employee performance although not up to standard. Performance appraisal is evaluating current and / or past performance of employees relative to their performance standards. Performance appraisal requires setting performance standards, and assuming that employees receive the training, feedback, and incentives needed to eliminate performance deficiencies.

Keywords : Performance Appraisal, Di-Octyl Phthalate, Petronika