

ABSTRACT

Each company has own vision, mission and strategies to achieves its goals. To realize it, the company require the contribution of every worker. It shows us that the workers are the most important assets for company, which can't be replaced. In order to make every worker has a good performance, the company needs to manage and identify the needs of the workers, which is used when they run their jobs. As a company that works in the sector of CME, metal and plastic construction, PT. Mitra Inti Sejati Pindad (PT. IPMS) has a problem in the management of human resources (HR), which affects the implementation of corporate strategy. The company wants to know the worker's performance. But at this time, it doesn't have a system that can measure the performance of workers. The curiosity of company arises when there are several project doesn't finish on time.

Challenges regarding the needs of measurement system can be answered by designing a performance measurement system with Workforce Scorecard method. Workforce Scorecard is a performance management system that measures workers's performance and competence when they run their job, in order to implement corporate strategy. The main point of Workforce Scorecard is to invest workers which support their strategy, based on culture, thought patterns, capabilities, and the formation of behavior. By Workforce Scorecard, the company can find the constraints and needs of workers, and also can measures contributions of workers to support the PT. IPMS strategy for increases productivity.

After executing the system systematically, then obtained a strategy map of PT. IPMS and the results of performance measurement in each division of PT. IPMS is based on four dimensions of workforce scorecard. Overall results of the measurements that the performance of engineering division with scores 85,66% its categorized "very good", plastic production division with scores 83,59% its categorized "good", and metal production division with scores 65,94% its categorized "good enough". Therefore, companies especially the human resources necessary to pay more attention to the metals division and other divisions usually are necessary both at the division's performance so that companies can realize its strategic objectives.

Keywords: Company, Performance Measurement System, Strategy, Workforce Scorecard