

ABSTRACT

One of the important factors in realizing sustainable employees' productivity in a company is through employee work performance appraisal. A company should be able to ensure that the appraisal is conducted effectively, fairly, and objectively so that it can prevent some judgment in the appraisal. A proper work performance appraisal system is essentially required where it should be effective and able to respond different internal and external challenges faced by the employees.

This study is aimed at finding (1) the effectiveness of the current employee work performance appraisal system at PT. X as well as (2) an appraisal system method which can be suitably used at PT. X. This study, however, is a descriptive study.

The data are collected through questionnaires distributed to the employees of PT. X. The population of this study is all employees at PT. X while the samples include 37 respondents. The data are analyzed through descriptive statistical analysis and Cartesian diagram analysis

The data analysis shows that the Continuum Line of the Interpretation towards the Score of the Effectiveness pertaining to the Current Work Performance Appraisal System is in the level of 60.97% which means that recently, the appraisal system is considered to be Ineffective by the employees. However, the Continuum Line of the Interpretation towards the Score of the Expectation regarding the Effectiveness of Work Performance Appraisal System is in the level of 92.53% which means that the employees expect that the work performance appraisal system will be Very Effective

The study shows that in order to improve the effectiveness of the work performance appraisal, PT. X should manage a number of improvement programs, namely (1) evaluating and redesigning the company's values, (2) designing some guidelines for systematic work performance appraisal (3) explaining or socializing the work performance appraisal guidelines to all officials and employees, (4) training the executive officials as the Human Resource manager, (5) mapping the employees' competence, (6) determining the work plan for all elements, (7) holding a face-to-face appraisal

Keywords: Effectiveness, Work Performance Appraisal System