ABSTRACT

PT. Wapoga Mutiara Timber, Biak as a company that moves in wood sector in Indonesia and being an HPH (Hak Penguasaan Hutan) group, which is faci ng a tight competition with other wood companies. This competition demands PT. Wapoga Mutiara Timber for having qualified Human Resources (HR). Recently, HR performance measurement has been done, but Human Resource department in PT. Wapoga Mutiara Timber h asn't had a comprehensive performance measurement yet to measure HR in complete ways. This measurement was felt deficient because it focused on individual HR performance measurement.

One of contemporary performance measurement methods is HR Scorecard whic h is measurement system that linking People, Strategy, and Performance, through four perspectives, which are financial, customer, internal business process, and also learn and growth. Measurement of company performance conducted after the arrangement of its measurement system is finished. Improvement process through some stages, which are: interview, identify measurement indicator, discussion,and weighting of measurement indicator.

The performance measurement system planning produces 14 succesful measuremen t tools having certain effects to HR Performance of the business firm.. Indicator with the biggest weight for each perspective will be chosen as main indicator of perspective measurement build for. This is called as Key Performance Indicator. Those Key Performance Indicators for each perspective are:

Perspective	*Perspective Weight*	*Key Perfornace Indicator*	*Indicator Weight*
Financial	*28,19%*	*Employee produktivity*	*36,14%*
Customer	*28,08%*	*Percentage of employee presence Kehadiran Pegawai*	*45,59%*
Interbal Business Process	*22,55%*	*Percentage of compensation realization of each employee*	*47,63%*
Learn and Growth	*21,19%*	*Comprehension Level of Company Level*	*56,05%*

Overall HR Performance measurement is accomplished after performance of each perspective measured. Result of performance measurement of each perspective are as follows

1. *Financial perspective has performance grade as 4,57 (Very Good)*

2. *Customer perspective has performance grade as 4,67 (Very Good)*

3. *Internal Business Process perspective has pe rformance grade as 3,80 (Good)*

4. *Learn and Growth perspective has performance grade as 3,79 (Good)*

The HR Performance of PT.PDUT totally is 4,26 which come into Good category.

Key words : **HR Scorecard, HR Performance**