

## **ABSTRACT**

*As the competition between companies is getting tougher, the companies themselves become more persistent in creating the best system which can serve an optimum result for their wheel of business. This is the background of the creation of a system that bring a giant step to the industry world, The Enterprise Resource Plannung (ERP) system.*

*The Application of ERP in the XYZ company is being more focussed on the infrastructure preparation in the form of software. This problem is resulting a human resources unreadiness in case of implementing ERP and having a potency of obstructing the company's target accomplishing. Because of that reason, a research that see entirely between the target decision and the implementation accomplishment and also how those resources are getting involved into the entire implementation, is needed.*

*To answer that plan, several methods, which are considered suitable enough to be implemented in the condition of LSC division in XYZ company, have been prepared. The Balance Scorecard Method is being used to see the propriety between the target and the company's temporary implementation achievement. The Oliver Wight ABCD Checklist is being used to give an overview of resouces' achievement, according to the company's strategic aspect. Those methods process the from the employees and the internal customers for the LSC divison of XYZ company. According to the result of that research, the measurement result using the Balance Scorecard gives an overview of insufficiency existence in the workshop organizing indicator in learning process and growth perspective. The measurement result using the Oliver wight ABCD checklist shows that the leadership authority in making strategic decision and preparation in the system implementation supporting process has not been used as optimum as possible.*

*According to that analysis' result, several suggestions which is believed can help giving a better result are given, they are: (1) Establishment of special commitment standard regarding the ERP system implementation for the employees, (2) Establishment of commitment measurement method and organizational culture quantitatively, (3) Proposal of workshop involvement system in every division, and (4) Establishment of continuous workshop planning as the implementation supporter.*

*Keywords: Enterprise Resouce Planning, Balance Scorecard, Oliver wight ABCD checklist*