

ABSTRACT

PT Wonojati Wijoyo is a teak wood manufacturing company that produces furniture and garden set furniture. PT Wonojati Wijoyo conducts all operational activities of the company with human resources, as a company that conducts all operational activities with human resources PT Wonojati Wijoyo should be able to manage and implement human resource management appropriately, such as performance assessment and recruitment for employees

PT Wonojati Wijoyo assesses the performance of contract employees every 1 month by assessing the performance of contract employees only assessing the attendance factor, meaning that the performance assessment of contract employees is not yet a clear standard of performance performance, so it can adversely affect the performance of the company, such as there are demands that can not be met by the company, it is very directly related to the quantity of target numbers that must be met by employees of production department contracts , but in the performance assessment of employees contracts of the production department does not currently assess the target quantity factors that must be met by employees. PT Wonojati Wijoyo also does not have the appropriate competency criteria for the recruitment of new contract employees. Therefore, PT Wonojati Wijoyo requires an assessment of the performance of contract employees with competency criteria in accordance with the work carried out so that it can be taken into consideration in the extension of employee contracts and recruitment of new contract employees accordingly.

Research conducted by improving performance assessment using scale rating method by identifying and weighting competencies criteria and sub-criteria in accordance with the work carried out using analytical hierarchy process method. Then the calculation of the performance value of each individual contract employee and analyze the results and classification of rankings in accordance with the results of each employee's individual performance.

The results of the study there are 3 criteria and 15 sub criteria selected, namely the criteria of results and quality of work that has 4 sub criteria, personality has 8 sub criteria, and knowledge criteria have 3 sub criteria. The results of individual employee performance values were obtained that there were 71 employees with a classification of excellent performance values, 28 employees with good grade classification, 3 employees with sufficient classification values, 13 employees with bad classification values, 2 employees with very bad classification values. Based on the results of individual performance values that have been obtained by 15 employees who have poor classification value and very badly advised not to renew the contract Furthermore PT Wonojati Wijoyo conduct recruitment of new contract employees is expected to apply the selected criteria of performance assessment as a reference for recruitment of new contract employees so that new employees are obtained in accordance with the work carried out and meet the needs of employees with qualifications in accordance with the company.

Keywords : Employee performance assessment, Rating scale, Analytical hierarchy process, Contract employee, recruitment of new contract employees.