

ABSTRACT

PT Asia Cakra Ceria is a manufacturing company that produces plastic as the company's main sales product. The return of production demand after the pandemic is certainly good news for the company. However, in 2021 it is known that the company cannot reach its production target in certain months. PT Asia Cakra Ceria was unable to meet the target in October, November, and December. This certainly reduces consumer confidence to buy PT Asia Cakra Ceria products again. This is because PT Asia Cakra Ceria produces its products only by order. One of the causes of not achieving the production target was due to the large number of employees who resigned from the company. The number of employees has continued to decline since October, November, and December, when the company was unable to achieve its production target. Many employees resign due to dissatisfaction with the company's performance appraisal.

Employee performance appraisal implemented by the company results in contract extensions and salary increases for employees. However, this assessment actually creates a biased assessment due to differences in the perceptions of each rater. The difference in the perception of each appraiser is due to the absence of clear indicators of each factor or criteria for assessing employee performance. After conducting a deeper review, the assessment is still lacking in detail and does not provide benefits to the performance of its employees. In this research, a proposed design of a performance appraisal system was carried out using the rating scale and AHP method, which is a performance appraisal method that gives a rating and contains important indicators in the assessment and is easy to apply to employee performance appraisal. The proposed performance appraisal using the rating scale method and AHP can help PT Asia Cakra Ceria improve its employees' performance.

Keywords — Performance Assessment, Rating Scale, AHP, Indicators, Criteria, Factors, Contract Extension, Salary Increase.