ABSTRACT

CV Rahma Rizki is a company engaged in the industrial sector furniture jepara. Currently the company is facing constraints resulting in the problem of decreased revenue. On the man Aspect there was a previous labor shortage due to a reduction in employees, so that at certain times there were double jobs, so that the production process produced production results that were not optimal. Then when the results of the evaluation of the employee's work the results obtained are good but the results of the work produced are not appropriate. Lack of employee motivation in carrying out their work because the existing performance appraisal system is considered unsatisfactory and less objective. To make an assessment of employee performance is done by means of a subjective view. On the machine aspect there are several times when damage occurs, this can slow down the production process because the product turnaround time is longer. In the company on the aspect side material for now raw materials experience delays resulting in delays in the production process. Then there is a scarcity of raw materials due to the scarcity of the dimensions of the wood found and also the weather factor due to the rainy season. And on the aspect information on fishbone for the management and recording of data is only done by recording with a notebook and has not been computerized with technology.

This study aims to design a performance appraisal using the methodBehaviorally Anchored Rating Scale (BARS) because this method is more relevant and accurate and also more objective. The research method was carried out starting from the stagesCritical Incident Technique (CIT), Performance Dimension, Retranslation, Scaling Incident andFinal Instrument. Based on the results of designing a performance appraisal using the BARS method, there are five main assessment factors that affect the performance of CV Rahma Rizki's employees. Among them are timeliness, responsibility, quality, quantity, and communication. By using performance appraisal this proposal can make it easier for companies to assess CV Rahma Rizki's employees. Assessment using the BARS method already has the main assessment factors and has a clear scale to assess employee performance at work so that it can be done objectively. In addition, it can identify employee deficiencies that need to be corrected.

Keywords— Performance Appraisal, Behaviorally Anchored Rating Scale, CV Rahma Rizki, Performance assessment, Furniture