

ABSTRACT

PT XYZ is a company that focuses on renewable energy, especially solar energy, which was founded in 2014 and is located in Graha Panyileukan Asri, Cipadung Kidul, West Java. PT XYZ still uses the traditional performance appraisal system which only focuses on one aspect, namely the financial aspect. This causes a decline in the financial aspect from year to year. Therefore, a better performance appraisal system is needed so that the company can achieve success. In this final project, the Balanced Scorecard performance assessment method was chosen. This method was chosen because according to Luis and Biromo (2007:16), the Balanced Scorecard is a performance management tool that can help an organization to translate its vision and strategy into action by utilizing a set of financial and non-financial indicators, all of which are interwoven in a causal relationship. The design of the performance appraisal at PT XYZ begins with deriving the vision and mission to determine goals, strategic objectives, and SWOT analysis. Based on the results of the analysis, a strategy map is made to explain the flow of the design strategy. To assess the company's performance in meeting the desired target, the results of the Key Performance Indicator (KPI) weighting are used.

Keywords : Performance Assesment, Balanced Scorecard, Key Performance Indicator (KPI)