

## **ABSTRACT**

*SMART is a method to rate employee performance oriented to the achievement of work objectives. In the SMART method, each employee has its own goals, which is consistent with the objectives of its unit for a period of working time. Assessment of performance in the SMART method performed in the early and middle years of work refers to the actual target. The Rank Inclusion on Criteria Hierarchies (RICH), acts as a method of weighting process on the Key Performance Indicator (KPI) of employees who reflect the achievement of employment targets from the work performance that is being assessed. By using RICH Method, the system can perform computations for the working performance of the employees.*

*The employee performance appraisal was taken place on Moonlay Group in Equity Towet, SCBD 9, Jakarta. The object of assessment is only to a unit of employees. In this corporate world, many companies are needed KPI system to assess their working performance of the employees and to increase the performance of the employees from their period of working time, now and then.*

*Therefore, SMART and RICH method can help the company to rank the performance of the employees and reduce the subjectivity existed on the performance determination rating of the employees and make it more well-organized. Based on the research by using RICH method, minimax regret shows the most optimal value amongst other by having 0 for ELV value the most, as for the data gained from is monoton (upper mean).*

*Keywords: Performance Determination Rating of Employee, SMART, Rank Inclusion in Criteria Hierarchies*