

INTISARI

Perancangan Sistem Penilaian Kinerja Karyawan Menggunakan Metode *Behaviorally Anchor Rating Scale* (BARS) dan *Analytical Hierarchy Process* (AHP) Studi Kasus di PT Delta Merlin Sandang Tekstil IV)

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PT Delta Merlin Sandang Tekstil (DMST) IV merupakan perusahaan yang bergerak di bidang tekstil. Permasalahan yang dihadapi perusahaan salah satunya belum tersedia sistem penilaian kinerja karyawan tingkat bawah atau buruh. PT DMST saat ini hanya melakukan penilaian kinerja di level manajerial saja. Tujuan penelitian ini yaitu merancang sistem penilaian kinerja khusus untuk karyawan tingkat bawah di bagian *blowing*. Metode penelitian yang digunakan yaitu *Behaviorally Anchor Rating Scale* (BARS) dan *Analytical Hierarchy Process* (AHP). Metode BARS digunakan untuk menentukan kriteria dan tolok ukur penilaian, sedangkan metode AHP untuk pembobotan kriteria penilaian. Hasil penelitian diperoleh 6 kriteria yang digunakan sebagai dasar penilaian kinerja serta bobot setiap kriteria. Kriteria dan bobot antara lain, tingkat kehadiran (0,066), kepatuhan (0,201), tanggung jawab (0,098), kerjasama (0,195), kepedulian (0,083), loyalitas (0,356). Sistem penilaian kinerja dilakukan dengan cara mengkalikan *rating* yang terdapat pada metode BARS dikalikan dengan bobot setiap kriteria yang dihasilkan dari AHP. Perhitungan nilai akhir penilaian didapatkan dari hasil penjumlahan dari setiap perkalian diatas.

Kata kunci : *Behaviorally Anchor Rating Scale*, *Analytical Hierarchy Process*,
Penilaian kinerja.

ABSTRACT

Design of Employee Performance Evaluation System Using Behaviorally Anchor Rating Scale (BARS) and Analytical Hierarchy Process (AHP) Method A Case Study in PT Delta Merlin Sandang Tekstil IV

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PT Delta Merlin Sandang Tekstil (DMST) IV is an industrial which works in textile sector. One of the company's problem is there is no performance evaluation system their for lower level employees or labors. For now, PT DMST only has performance evaluation in managerial level. The purpose of this research is to design an employee performance evaluation system for lower level employee in blowing sector only. This research uses Behaviorally Anchor Rating Scale (BARS) method and Analytical Hierarchy Process (AHP) method. BARS method is used to decide the cryteria and measure of the evaluation, meanwhile the AHP method is used to do the cryteria weighting of the evaluation. From the result, there are 6 cryterias that are used as basic of the performance evaluation, there is also weight of each cryterias. The weight and cryteria are, attendance level (0,066), obedience (0,201), responsibility (0,098), team work (0,195), caring (0,083), loyalty (0,356). Performance evaluation system can be conducted by calculating the rating on BARS method multiply by the weight of every cryterias from AHP. The final calculation can be achieved from the sums of every calculation above.

*Keyword : Behaviorally Anchor Rating Scale, Analytical Hierarchy Process,
Performance evaluation*