

## ABSTRACT

*This study aims to measure the managerial performance in Semarang State Polytechnic by analyzing the effect of reliance on multiple performance measures to the manager performance. Goal specificity and goal difficulty selected as moderating variables that allegedly helped to strengthen the relationship between reliance on multiple performance measures to the manager performance. Respondents involved in this study are the boss or leader at Semarang State Polytechnic amounting to 68 people. Data collected through questionnaires to the respondents. The response from 60 respondents (response rate 88,23%) were analyzed using test Moderated Regression Analysis (MRA) by software SPSS 20.*

*The result showed that goal specificity variable and goal difficulty variable has a positive and significant effect on the reliance on multiple performance measures to the manager performance. Test the Moderated Regression Analysis of goal specificity variable showed the value of Adjusted  $R^2$  of 20,8% which means that 20,8% higher manager performance is influenced by reliance on multiple performance measures, goal specificity, and its interaction, while 79,2% are influenced by other factors outside the model. The results of the  $t$  test for moderating variable showed  $t_{count}$  of 2,489 with 0,016 significance. This means that the goal specificity proved to be a moderating variable that strengthen the relationship between reliance on multiple performance measures to the manager performance.*

*Test the Moderated Regression Analysis of goal difficulty variable showed the value of Adjusted  $R^2$  of 11,7% which means that 11,7% higher manager performance is influenced by reliance on multiple performance measures, goal specificity, and its interaction, while 88,3% are influenced by other factors outside the model. The results of the  $t$  test for moderating variable showed  $t_{count}$  of 2,110 with 0,039 significance. This means that the goal difficulty proved to be a moderating variable that strengthen the relationship between reliance on multiple performance measures to the manager performance. The result of this study are consistent with the result of research conducted by Sholihin, et al., (2010) and Kelly, et al., (2010).*

*Keywords : reliance on multiple performance measures, manager performance, goal specificity, and goal difficulty*