

ABSTRACT

The purpose of this research is to analyze and assess the suitability of the implementation of SIMKPNAS performance appraisal at PT. PLN (Persero) Area Semarang. From this research is expected that employees can deliver the perceived shortcomings of the existing performance assessment today and deliver the desired performance appraisal system. Another goal is that management can obtain information about the weaknesses of the existing and get recommendations for improvement in the implementation of performance appraisal.

The participants of this research consisted of 11 employees of PT. PLN (Persero) Semarang area, which consists of 6 officers structural and 5 functional staff in the area office and in the rayon office. The eleven participants representing all structural and staff positions in the PT. PLN (Persero) Area Semarang. This research method is qualitative using the triangulation technique and member check as the analysis tools.

The result of the analysis showed that nearly all employees of PT. PLN (Persero) Area Semarang understand the meaning and the stages of SIMKPNAS. In terms of the implementation, the information presentation about SIMKPNAS is clear enough, but the communication between superiors and staff are still lacking. Some functions in SIMKPNAS also not effective, including the function of submitting evidence and the PDP entry function. Peer assessment based on the quota value from the Organizational Performance Value indicates that most of the employees have not been satisfied and felt SIMKPNAS performance appraisal is not optimal. It is expected that any structural officials can understand completely what is done by his subordinates in order to assess with more specific so not much value adjustments is needed.

Keywords : Performance Appraisal, Employee Performance