

ABSTRACT

PT. Bank Pembangunan Daerah Jawa Tengah has implemented a systematic employee performance measurement based competency. This performance measurement system can not determine the successful level of the human resource division' strategy in actualize the vision, the mission and the company' strategy. *Human Resources Scorecard* (HRSC) is a form of human resource measurement which is linking between the human-strategy-performance to measure the extent of its role in achieving the vision, the mission and the company' strategy.

Mix method strategy in this research is qualitative and quantitative analysis sequence. The goal of this strategy is to devise a strategy map of HRD division and identifying the successful indicators of each strategy objectives through the qualitative analysis, and then the quantitative analysis to determine the HR performance measurement process by Human Resources Scorecard method based Analytical Hierarchy Process (AHP) and Objectives Matrix (OMAX).

The result of this research recommend a strategy map and key performance indicator (KPI) of each strategy objectives to the Division of Human Resources PT. Bank Pembangunan Daerah Jawa Tengah. This research provides an overview of how human resource activities can support the achievement of the vision, the mission and the company strategy as defined in the strategy map.

This research also illustrates the process of human resource performance measurement using Human Resources Scorecard method. The estimation of perspectives interest level, strategy objectives, lagging indicators and leading indicators using Analytical Hierarchy Process (AHP) method. Furthermore, the estimation of company performance achievement score using Objective Matrix (OMAX).

Keywords : Performance Measurement, *Human Resources Scorecard*, AHP, OMAX