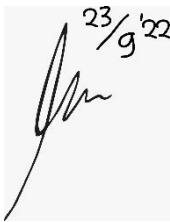# ANALISIS EVEKTIVITAS PENILAIAN KINERJA KARYAWAN PADA PT VALBURY ASIA FUTURES YOGYAKARTA

**Dede Arga Putra**

**Abstrak**

Penelitian ini bertujuan untuk menganalisis efektivitas penilaian kinerja karyawan pada PT Valbury Asia Futures Yogyakarta. Variabel penilian kinerja memiliki indikator *relevance, sensitivity, reliability,* dapat diterima dan kepraktisan. Penelitian ini menggunakan metode kualitatif. Sampel dalam penelitian ini berjumlah 4 responden dengan teknik sampel purposive. Metode pengumpulan data menggunakan wawancara. Hasil wawancara menunjukan bahwa penilaian kinerja karyawan yang dilakukan sudah efektif dapat dilihat dari indikator *relevance* yaitu sistem penilaian sudah berjalan dengan baik dan efektif, indikator sensitivitas yaitu sistem penilaian kinerja dibedakan berdasarkan hasil kinerja yang menggabungkan dengan kopetensi karyawan, indikator *reliability* yaitu penilaian kinerja karyawan dilakukan sesuai dengan peraturan-peraturan yang berlaku, indikator dapat diterima yaitu komunikasi dilingkungan internal sudah mengandung unsur kejelasan sehingga dapat diterima dengan baik dan indikator kepraktisan yaitu karyawan memberikan tanggapan positif mengenai kemudahan dalam proses penilaian.

**Kata Kunci**: *Efektivitas, Penilaian Kinerja.*

23/9 '22

# ANALYSIS OF THE EFFECTIVENESS OF EMPLOYEE PERFORMANCE ASSESSMENT AT PT VALBURY ASIA FUTURES YOGYAKARTA

## Dede Arga Putra

## Abstract

*This study aims to analyze the effectiveness of employee performance appraisal at PT Valbury Asia Futures Yogyakarta. Performance assessment variables have indicators of relevance, sensitivity, reliability, acceptability and practicality. This study uses a qualitative method. The sample in this study amounted to 4 respondents with purposive sampling technique. Methods of data collection using interviews. The results of the interview show that the employee performance appraisal that has been carried out has been effective, it can be seen from the relevance indicator, namely the assessment system has been running well and effectively, the sensitivity indicator is the performance appraisal system is distinguished based on the performance results that combine with employee competence, the reliability indicator is the employee performance appraisal is carried out according to with the applicable regulations, the indicator is acceptable, namely the communication in the internal environment already contains an element of clarity so that it can be well received and the practical indicator is that employees give positive responses about the ease of the assessment process.*

***Keywords:*** *Effectiveness, Performance Assessment*