

PENGEMBANGAN PENILAIAN KINERJA PT GRA HERBALINDO UTAMABANTUL, YOGYAKARTA

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Abstrak

Penelitian ini dilakukan di PT Gra Herbalindo Utama Bantul Yogyakarta. Penelitian ini bertujuan untuk mengetahui bagaimana mengembangkan penilaian kinerja karyawan pada PT Gra Herbalindo Utama. Penelitian ini menggunakan metode kuantitatif dan kualitatif. Teknik pengambilan sampel menggunakan teknik *purposive sampling dan nonprobability sampling dengan model sensus/sampling* total dengan responden 30 karyawan bagian *packing* dan *Human Resource Development (HRD)*. PT Gra Herbalindo Utama menginginkan penilaian yang efektif dan tidak mengganggu proses produksi. Setelah melakukan penelitian, peneliti menemukan bahwa penilaian kinerja yang sebelumnya menggunakan indikator absensi, loyalitas dan kecepatan kerja dapat dikembangkan dengan penilaian kinerja menggunakan dimensi absensi, kejujuran, tanggung jawab, kemampuan, kepatuhan, loyalitas, kerjasama, dan kepemimpinan.

Kata Kunci: *Penilaian Kinerja*

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**DEVELOPMENT OF PERFORMANCE ASSESSMENT AT PT GRA
HERBALINDO UTAMA BANTUL, YOGYAKARTA**

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Abstract

This research was conducted at PT Gra Herbalindo Utama Bantul Yogyakarta, which aims to find out how to develop employee performance assessments at PT Gra Herballindo Utama. This research uses quantitative and qualitative methods. The sampling technique used purposive sampling and non-probability sampling techniques with a total census/sampling model with 30 packaging and Human Resource Development (HRD) employees as respondents. PT Gra Herbalindo Utama wants an assessment that is effective and does not interfere with the production process. After conducting research, researchers found that performance assessments which previously used indicators of absenteeism, loyalty and work speed could be developed with performance assessments using the dimensions of absenteeism, honesty, responsibility, ability, compliance, loyalty, cooperation, and leadership.

Keywords: *Performance Assessment*