

# ANALISIS INSTRUMEN PENILAIAN KINERJA KARYAWAN PT NATURAL NUSANTARA YOGYAKARTA

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## **Abstrak**

Penelitian ini bertujuan untuk menganalisis sistem penilaian kinerja karyawan di PT Natural Nusantara Yogyakarta berdasarkan lima indikator: metode, media, keadilan, objektivitas, dan evaluasi. Menggunakan pendekatan kuantitatif dan teknik sensus terhadap 49 karyawan, data dikumpulkan melalui kuesioner berskala Likert dan dianalisis menggunakan SPSS. Hasil menunjukkan bahwa sistem penilaian dinilai baik dengan rata-rata keseluruhan 4,16. Indikator tertinggi adalah keadilan (4,40) dan terendah media (3,95), menunjukkan perlunya perbaikan pada aspek media penilaian. Temuan ini dapat menjadi masukan bagi perusahaan dalam meningkatkan efektivitas evaluasi kinerja karyawan.

**Kata Kunci:** *Penilaian Kinerja, Karyawan, Evaluasi, PT Natural Nusantara*

08/13/20  


***ANALYSIS OF EMPLOYEE PERFORMANCE APPRAISAL INSTRUMENTS  
AT PT NATURAL NUSANTARA YOGYAKARTA***

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***Abstrack***

*This study aims to analyze the employee performance appraisal system at PT Natural Nusantara Yogyakarta using five indicators: method, media, fairness, objectivity, and evaluation. A quantitative approach employing a census technique was utilized, involving 49 employees as respondents. Data were collected through Likert-scale questionnaires and analyzed using SPSS software. The results indicate that the appraisal system is regarded as effective, with an overall average score of 4.16. The highest-rated indicator was fairness (4.40), while media received the lowest score (3.95), suggesting a need for improvement in the assessment tools. These findings offer valuable insights for enhancing the effectiveness of performance evaluations..*

***Keywords:*** *Performance Appraisal, Employees, Evaluation, PT Natural Nusantara*

