

# ANALISIS PRAKTIK PENILAIAN KINERJA KARYAWAN PT BPRS ASAD ALIF KENDAL

**Ricko Firmansyah**

## **Abstrak**

Analisis dalam penelitian ini ditujukan untuk mengkaji penelitian penilaian kerja karyawan PT BPRS Asad Alif. Fokus penelitian memiliki lima indikator utama yaitu, metode, media, keadilan, objektif, hasil. Pendekatan yang digunakan adalah metode kuantitatif dengan pengumpulan data melalui kuesioner yang disebarakan kepada 40 responden, yang merupakan karyawan tetap PT BPRS Asad Alif. Teknik pengambilan sampel yang digunakan yaitu *purposive sampling*. Penelitian ini menggunakan uji validitas, uji reliabilitas dan uji *arithmetic mean*. Hasil analisis data menunjukkan bahwa: Metode setuju dengan nilai rata-rata 3,95. Media setuju dengan nilai rata-rata sebesar 3,95. Keadilan setuju dengan nilai rata-rata sebesar 3,97. Objektif setuju dengan nilai rata-rata sebesar 4,00. Hasil setuju dengan nilai rata-rata sebesar 3,95. Kelima indikator tersebut setuju terhadap analisis penilain kerja karyawan. Penelitian ini mengindikasikan bahwa penilaian kerja yang dilaksanakan di PT BPRS Asad Alif telah diterima dengan baik oleh semua karyawan tetap. Artinya karyawan menilai bahwa proses penilaian kinerja telah dilakukan secara adil, objektif, menggunakan metode dan media yang tepat, serta mampu mencerminkan hasil kerja mereka secara sesuai. Dengan demikian, penilaian kinerja di PT BPRS Asad Alif dinilai efektif dalam menilai dan mengukur kinerja karyawan.

**Kata Kunci:** *Penilaian Kerja*

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**ANALYSIS OF EMPLOYEE PERFORMANCE ASSESSMENT PRACTICE  
AT PT BPRS ASAD ALIF KENDAL**

**Ricko Firmansyah**

***Abstract***

*The analysis in this study aims to examine employee performance appraisal at PT BPRS Asad Alif. The study focuses on five key indicators: method, media, fairness, objectivity, and results. A quantitative approach was used, with data collected through questionnaires distributed to 40 respondents, who were permanent employees of PT BPRS Asad Alif. The sampling technique used was purposive sampling. This study used validity tests, reliability tests, and arithmetic mean tests. The results of the data analysis indicate that the method yielded an average value of 3.95. The media agreed with an average value of 3.95. Fairness agreed with an average score of 3.97. Objectivity agreed with an average score of 4.00. Results agreed with an average score of 3.95. All five indicators agreed with the employee performance appraisal analysis. This study indicates that all permanent employees have received a good performance appraisal carried out at PT BPRS Asad Alif. This finding indicates that employees perceive the performance appraisal process as fair, objective, and utilizing appropriate methods and media, which accurately reflects their work results. Thus, the performance appraisal at PT BPRS Asad Alif is considered effective in assessing and measuring employee performance.*

**Keywords:** *Performance Appraisal*