

# ANALISIS SISTEM PENILAIAN KINERJA PADA PT GARDA TOTAL SECURITY YOGYAKARTA

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## Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui analisis sistem penilaian kinerja pada PT. Garda Total Security Yogyakarta. Metode yang digunakan dalam penelitian adalah metode kuantitatif. Populasi dalam penelitian ini berjumlah 30 orang, dan sampel pada penelitian ini berjumlah 30 orang. Metode yang digunakan dalam pengambilan sampel menggunakan sampel total atau sensus. Adapun metode perolehan data menggunakan metode kuesioner. Pengujian statistik yang digunakan adalah analisis uji validitas, uji reliabilitas, dan rata-rata hitung. Dari uji validitas  $r$  hitung  $>$   $r$  tabel, sehingga seluruh instrumen yang ada pada penelitian ini valid. Untuk uji reliabilitas nilai *Cronbach's Alpha* 0,752 lebih besar dari ketentuan *reliability* 0,60 yang menunjukkan bahwa instrumen penelitian yang digunakan untuk mengukur variabel penelitian inidapat dikatakan reliabel. Dalam penelitian ini ada 5 indikator yang digunakan untuk mengetahui apakah sistem penilaian kinerja karyawan di PT. Garda Total Security, yaitu: (1) *Relevance*. (2) *Sensitivity*. (3) *Reliability*. (4) *Acceptability*. (5) *Practicality*. Hasil penelitian menunjukkan nilai rata-rata indikator relevance sebesar 2,19 termasuk dalam kategori tidak setuju, nilai rata-rata indikator sensitivity sebesar 2,21 termasuk dalam kategori tidak setuju, nilai rata-rata indikator reliability sebesar 2,22 termasuk dalam kategori tidak setuju, nilai rata-rata indikator acceptability sebesar 2,16 termasuk dalam kategori tidak setuju, dan nilai rata-rata indikator practicality sebesar 2,52 termasuk ke dalam kategori setuju. Kesimpulan dari penelitian ini mengatakan bahwa sistem penilaian kinerja pada PT. Garda Total Security secara keseluruhan memiliki rata-rata 2,26 yang artinya tidak setuju, jadi sistem penilaian kinerja dirasa kurang baik.

**Kata Kunci:** *Sistem Penilaian Kinerja*

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## **ANALYSIS OF PERFORMANCE APPRAISAL SYSTEM AT PT GARDA TOTAL SECURITY YOGYAKARTA**

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### ***Abstract***

*The purpose of this study is to determine the performance appraisal system analysis at PT. Garda Total Security Yogyakarta. The method used in this research is a quantitative method. The population in this study was 30 people, and the sample in this study was 30 people. The method used in sampling uses a total sample or census. The data acquisition method uses a questionnaire method. The statistical test used is the analysis of the validity test, reliability test, and arithmetic mean. From the validity test,  $r_{count} > r_{table}$ , so that all instruments in this study are valid. For the reliability test, the Cronbach's Alpha value of 0.752 is greater than the reliability requirement of 0.60 which indicates that the research instrument used to measure the research variables can be said to be reliable. In this study there are 5 indicators used to determine whether the employee performance appraisal system at PT. Garda Total Security, including: (1) Relevance. (2) Sensitivity. (3) Reliability. (4) Acceptability. (5) Practicality. The results showed that the average value of the relevance indicator was 2.19 which was included in the disagree category, the average value of the sensitivity indicator was 2.21 which was included in the disagree category, the average value of the reliability indicator was 2.22 which was included in the category disagree, the average acceptability indicator value of 2.16 is included in the disagree category, and the average practicality indicator value of 2.52 is included in the agree category. The conclusion of this study says that the performance appraisal system at PT. Garda Total Security as a whole has an average of 2.26 which means it does not agree, so the performance rating system is considered not good.*

***Keyword: Performance Appraisal System***