

ABSTRAK

Manajemen kinerja merupakan aspek penting dalam mengukur dan meningkatkan kinerja karyawan di organisasi. Penelitian ini fokus pada evaluasi kinerja karyawan di UD *Ring Plat (Bolt)* dengan menerapkan metode *Behaviorally Anchored Rating Scale* (BARS) dan mengembangkan standar kinerja melalui pendekatan *Management By Objective* (MBO). Analisis menunjukkan bahwa variabel kualitas kerja (2,8171), keterampilan teknis (1,671), komunikasi dan kerjasama inisiatif (4,343), kemampuan mengatasi masalah (2,621), serta kedisiplinan dan tanggung jawab (1,115) secara signifikan memengaruhi kinerja karyawan. Hasil ini mendorong perusahaan menerapkan standar kinerja yang mencakup variabel-variabel tersebut dan memberikan umpan balik berdasarkan penilaian. Dengan pendekatan MBO, UD *Ring Plat (Bolt)* menetapkan sasaran kinerja spesifik dengan bobot, mengukur pencapaiannya secara obyektif, dan mengidentifikasi area perbaikan. Kesimpulannya, penelitian ini memberikan panduan bagi pengembangan karyawan serta peningkatan kinerja organisasi. Pencapaian total mencapai 79%.

Kata Kunci : Penilaian kinerja, BARS, MBO.



ABSTRACT

Performance management plays a crucial role in measuring and enhancing employee performance within organizations. This study evaluates employee performance at UD Ring Plat (Bolt) using the Behaviorally Anchored Rating Scale (BARS) method and develops performance standards through the Management By Objective (MBO) approach. The analysis indicates that factors such as work quality, technical skills, communication, teamwork, problem-solving ability, and discipline significantly impact employee performance. These findings motivate the company to implement performance standards encompassing these factors and provide Feedback. With MBO, UD Ring Plat (Bolt) establishes specific performance targets, measures their achievement objectively, and identifies areas for improvement. The study provides guidance for employee development and organizational performance enhancement. Overall achievement reaches 79%.

Keywords: Performance evaluation, BARS, MBO.

