

ABSTRAK

Perkembangan dunia industri saat ini semakin berkembang pesat, baik industri manufaktur maupun jasa. Dalam sebuah perusahaan tentunya banyak melibatkan banyak orang karyawan yang memegang peranan penting dalam mencapai tujuan sebuah perusahaan. PT. Elastomix Indonesia merupakan industri yang bergerak dalam bidang manufaktur komponen otomotif, yang berfokus pada *coumpounding* karet untuk pembuatan *master-batch* karbon (CMB). Perusahaan tentunya memiliki banyak Sumber Daya Manusia (SDM) atau bisa juga disebut karyawan. Karyawan dituntut untuk memiliki kinerja yang stabil sehingga perusahaan tetap berjalan dengan baik. Untuk mengetahui tingkat kinerja seorang karyawan dapat dilakukan dengan mengukur kinerja menggunakan pembobotan terhadap *Key Performance Indicator* (KPI) sebagai penentu tingkat kinerja pegawai berada pada tingkat baik atau buruk. Metode *Human Resource Scorecard* (HRSC) digunakan untuk mengukur kinerja karyawan. Pada metode *Human Resource Scorecard* ada 4 perspektif, yaitu perspektif *Human Resources Competency*, perspektif *Performance work system*, perspektif *Human Resources Deliverable*, dan perspektif *Human Resources Efficiency*. Dengan tujuan penelitian menentukan nilai bobot dan indikator performa karyawan atau *Key Performance Indicator* (KPI) dalam mencapai tujuan perusahaan dan bagaimana mengetahui kinerja karyawan di PT. Elastomix Indonesia menggunakan metode *Human Resources Scorecard* (HRSC). Hasil uji validitas dan uji reliabilitas data kuesioner dalam penelitian ini maka diperoleh *R*tabel sebesar 0,381. Nilai *Cronbach's Alpha* untuk metode *Human Resources Scorecard* sebesar 0,941. Hasil pengolahan data penelitian dengan metode *Human Resources Scorecard* didapat untuk perspektif *Human Resources System Alignment* sebesar 567 (memuaskan), perspektif *High Performance Work System* sebesar 229 (memuaskan), perspektif *Human Resources Deliverable* sebesar 501 (memuaskan), perspektif *Human Resources Efficiency* sebesar 685 (memuaskan).

Kata kunci: *Human Resources Scorecard*, *Key Performance Indicator*, Karyawan.

ABSTRACT

The development of the industrial world is currently growing rapidly, both manufacturing and service industries. In a company, of course, there are many employees who play an important role in achieving the company's goals. PT. Elastomix Indonesia is an industry engaged in automotive component manufacturing, that focuses on compounding rubber for the manufacture of carbon master-batch (CMB). Companies certainly have a lot of Human Resources (HR) or what could also be called employees. Employees are required to have stable performance so that the company continues to run well. To determine the level of an employee's performance, it can be done by measuring performance using weighting of the Key Performance Indicator (KPI) as a determinant of whether an employee's performance level is at a good or bad level. The Human Resource Scorecard (HRSC) method is used to measure employee performance. In the Human Resource Scorecard method there are 4 perspectives: the Human Resources competency perspective, the Performance work system perspective, the Human Resources Deliverable perspective, and the Human Resources Efficiency perspective. the aim of research to determine the weight values and employee performance indicators or Key Performance Indicators (KPI) in achieving company goals and how to determine employee performance at PT. Elastomix Indonesia using the Human Resources Scorecard (HRSC) method. The results of the validity test and reliability test of the questionnaire data in this study obtained an R_{table} of 0.381. The Cronbach's alpha value for the Human Resources Scorecard method is 0.941. The results of research data processing using the Human Resources Scorecard method were obtained for the Human Resources System Alignment perspective of 567 (satisfactory), the High Performance Work System perspective of 229 (satisfactory), the Human Resources Deliverable perspective amounting to 501 (satisfactory), and the Human Resources Efficiency perspective of 685 (satisfactory).

Keywords: Human Resources Scorecard, Key Performance Indicator, Employees.