

HALAMAN ABSTRAK DAN ABSTRACT

ABSTRACT

Performance Management Strategy Design At PT IB For The 2023 - 2026 period

This research was intended to gain insights and analyze the identification of a company's business typology, human resources management strategy, performance management strategy, implementation of performance management, discrepancy between theory and implementation of performance management, realization of performance management plan, and performance management implementation in a company. This was applied research with both primary and secondary data resources. The researcher gathered primary data by performing interviews, and secondary data by studying internal documents and surveying 90 employees with Weiss & Hartle's (1997) questionnaire to identify the implementation of the company's performance management. The identification process for the implementation of performance management was done using Grote (1998) and Aguinis's (2014) checklist. The secondary data was deemed good enough; employees did not think that there were any problems in the implementation of performance management, including in the planning, coaching, and reviewing stage. The only thing that the problem is in the coaching and reward stages. It is advisable that company's management support the planning of the company's business strategy, strategic initiatives to establish the company's business process, strategic initiatives for salary survey, and implementing performance management based on pay by performance by establishing performance grading using mixed model performance and performing follow-up process of the performance management in the form of giving either reward or punishment.

Keywords: Plan, Strategy, Performance Management, Process

ABSTRAK

Rancangan Strategi Manajemen Kinerja Pada PT IB Periode 2023 - 2026

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis teridentifikasinya tipologi bisnis perusahaan, strategi manajemen sumber daya manusia, strategi manajemen kinerja, penerapan manajemen kinerja, kesenjangan antara teori dan penerapan manajemen kinerja, terwujudnya rancangan manajemen kinerja, dan rancangan penerapan manajemen kinerja di perusahaan. Penelitian merupakan terapan (applied research) dengan menggunakan jenis sumber data primer dan data sekunder. Peneliti menggunakan data primer melalui metode wawancara dan data sekunder yang diperoleh dari studi dokumen internal dan survei kepada 90 karyawan dengan menggunakan kuesioner dari Weiss & Hartle

(1997) untuk mengidentifikasi penerapan manajemen kinerja perusahaan. Proses identifikasi strategi penerapan manajemen kinerja dilakukan dengan Grote (1998) dan checklist Aguinis (2014). Hasil data sekunder cukup baik bahwa karyawan tidak merasakan adanya permasalahan dalam pelaksanaan manajemen kinerja baik dalam tahapan perencanaan (planning), pelaksanaan (coaching), dan penilaian kinerja (reviewing). Karyawan baru menilai adanya permasalahan adalah di tahapan pelaksanaan (coaching) dan tindak lanjut (reward). Saran perlunya dukungan manajemen perusahaan dalam proses perancangan perumusan strategi bisnis perusahaan, inisiatif strategis penetapan proses bisnis perusahaan, inisiatif strategis survey imbal jasa dan penerapan manajemen kinerja berdasarkan pay by performance dengan menetapkan penilaian kinerja berdasarkan mixed model performance dan menjalankan proses tindak lanjut manajemen kinerja berupa pemberian reward dan punishment.

Kata Kunci: Rancangan, Strategi, Manajemen Kinerja, Proses