

ABSTRAK TESIS

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Program/ Angkatan: Magister Manajemen Eksekutif 55

Judul Tesis : “RANCANGAN PENYEMPURNAAN SISTEM

MANAJEMEN KINERJA DI PT. XYZ”

Penelitian ini bertujuan untuk menyempurnakan Sistem Manajemen Kinerja yang sudah ada di PT. XYZ namun belum dilakukan secara menyeluruh dan konsisten. Dengan melihat Visi, Misi dan Sasaran Perusahaan dan perkembangan pasar menuntut perusahaan harus melakukan perbaikan sistem manajemen kinerja agar sasaran perusahaan dapat tercapai secara optimal. Penelitian dilakukan menggunakan kuesioner, wawancara kepada direksi, manajer sampai dengan level staf dan studi dokumen perusahaan. Hasil penelitian dan analisa penyempurnaan di sesuaikan dengan Tipologi bisnis PT. XYZ yaitu termasuk dalam Tipe *Analyzer* yang lebih kearah *Prospector*. Arahan rancangan penyempurnaan sistem manajemen kinerja yang baru mempunyai beberapa tahapan, antara lain; Rancangan Penyempurnaan Perencanaan Kinerja, Rancangan Penyempurnaan Pembinaan Kinerja, Rancangan Penyempurnaan Penilaian Kinerja dan Rancangan Standarisasi Perhitungan Imbalan Kinerja beserta Tahapan Rencana Implementasinya. Diperlukan dukungan yang kuat dari *top management* maupun semua karyawan untuk keberhasilan proses pelaksanaan sistem manajemen kinerja yang baru ini.

**Title : “THE IMPROVEMENT PLAN FOR PERFORMANCE
MANAGEMENT SYSTEM AT PT. XYZ”**

This study aims to improve the Performance Management System that already exist at PT. XYZ but one which is still not done thoroughly and consistently. Looking at the Vision, Mission and Target of the Company along with market development requires the company to make improvements on the performance management system so that the optimum company goals can be achieved. The study was conducted using questionnaires and interviews from the level of staff, managers, up to directors and study the documents that already exist in the company of PT. XYZ. Results from the research and the refinement analysis are adjusted to PT. XYZ's Business typology included in the Type Analyzer which lean more towards the Prospector. The direction for improvement of the new performance management system is comprised of several stages, among others; Improvement Plan of Performance Planning, Improvement Plan of Performance Management, Improvement Plan of Performance Assessment and Standardization Design of the Performance-based Compensation Calculation as well as its Implementation Stage Plan. Strong support from top management and all employees is required for the successful implementation of this new performance management system.