

EXECUTIVE SUMMARY

PPM GRADUATE SCHOOL OF MANAGEMENT

Title : The Improvements of Performance Management Design in Santa Ursula BSD
School

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Statement of Problem:

1. The implementation of performance management in Sekolah Santa Ursula BSD are not in line with vision, mission, and goal of organization
2. Refinement or improvement of performance management system in the School of Santa Ursula BSD which is in line with the rules of evaluation in performance management and this improvement is still able to achieve the vision, mission, and goals of the organization
3. Guided steps to implement the design of Refinement or improvement.

Research Method:

The research method used in this research is descriptive that presents a complete picture of the relationships phenomenon that is tested by using questionnaires, interviews, and observations

Summary of Findings Conclusion, and Recommendations

Findings:

Based on the results of questionnaires and interviews, the part that needs to be improved in performance management in Santa Ursula BSD School is assessment and review.

The research will focus on improving the design of the proposed performance management follow guidelines and the review assessment, this study also suggest improvements in the planning, implementation, and awards.

Conclusion:

1. An improvement performance management system design for Santa Ursula BSD school is needed in an attempt to improve human resources as a major factor in achieving the vision, mission, and goals of the organization.
2. Guidelines for the implementation of improvement performance management system design Santa Ursula BSD required to facilitate the implementation of performance management systems.

Recommendations:

1. The improvement of management performance design must be announced to the foundation, school leaders, teachers, administrators, and employees so they can understand what things are assessed and how the assessment.
2. The School leader needs to learn improvement of performance management system design and the steps in order to fair and objective assessment.
3. The foundation needs to announce the key performance and achievement consequence to teachers, administrators, and employees
4. Feedback is needed for school leaders, teachers, administrators, and employees who have achieved a standard of performance. The feedback can be an incentives which tailored to the performance of teachers, administrators, and employees.
5. Further research is needed toward the implementation of performance management system design to measure the validity and reliability.