

## ABSTRACT

**I Made Yudhistira Dwipayama**, “Contriving performance and competency based employee performance appraisal ”

(page i-xv, page 1-106, page P1-P5, page L.1-L.529)

Adviser : Rostiana D. Nurdjajadi, M.Si., Psi dan Willy B. Winata, M.Psi

BKKBN has targets and purpose that led in Country Development Planning (RPJMN). Decentralization challenge was driven BKKBN to grow a way to high performance. It's necessary to have control tool that can evaluate employee performance with objectiveness. The purpose is BKKBN can get accurate information about employees performance (strength and weakness). The fact is, DP3 as performance appraisal is not effective. Then, problems formulation for this research is what is triggers DP3 being not effective ? And how to contriving a employee performance appraisal model which acceptable for BKKBN ?. Subject in this research are structural officer in Human Resource Department (12 subject) and BKKBN staff (28 subject). Methodology for this research using qualitative approach. The result that term DP3 is not effective, because DP3 as a tool are not relevant, sensitive, reliable, and acceptable, specially in DP3 indicators. Beside that, DP3 is not using feedback session, the managers and appraiser is not have motivation to review DP3 rules and there is no socialization part to refreshing it. The intervention program which develop is contriving performance and competency based employee performance appraisal in Human Resource Department. The contriving focus to develop performance indicators to be specific, relevant and measures by mean of Key Performance Indicator (KPI) and competency model. There's based on job description. The conclusion for this research, DP3 indicators has become mind problem which not measure, relevant and not specific can be modificate with contrive new model performance appraisal that based on performance and competency. Result from this appraisal can be use for integration human resource management.

**Key Word** : *employee performance appraisal, key performance indicator (KPI), dan competency model*

Literatur list : 47 (1993 – 2009)