

SUMMARY

Reynard Ardyan Purnama, Industrial Engineering Study Program, Mechanical Engineering Department, Engineering Faculty, Brawijaya University, July 2013, *Evaluasi Kinerja Sumber Daya Manusia dengan Pendekatan Human Resource Scorecard*, Academic Supervisor : Mochamad Choiri dan Rahmi Yuniarti.

Performance measurement is one essential tool for every company or organization. Performance measurement used as the base to make organization planning to achieve the future objectives and as a means to evaluate a company or organization performance.

Human resource performance measurement conducted at the Department of HR, has aimed to determine the value of the results of the company's human resources in general .The research was conducted at PT.Djarum SKT BL 53 Kudus. The methods that used in this research is the Human Resource Scorecard. Human Resource Scorecard could increase contribution in company's target. Thus, performance measurement can provide a real picture about the actual condition of the company. So the performance can give you an idea about the real condition of the actual company. Performance measurement in research is also supported by several methods including Analytical Hierarchy Process (AHP) to find out the scale of priority value of each Key Performance Indicator (KPI), a Scoring System with Objective methods of Matrix (OMAX) and Traffic Light System to find out the value of the company's total index.

Human resource performance measurement results from this research is the index value of the total 8,39, fall into the category of green, it can be conclude that human resource system performance PT.Djarum Kudus SKT BL 53 as a whole can be said to have reached the expected performance, due to the green category that indicating that the achievement of a performance indicators had been achieved, despite a KPI that fall into the category of yellow which indicates an indicator has not been achieved even approaching targets, as well as a red category indicating a performance indicators were below the targets set.

Key word : Performance Measurement, Human Resource Scorecard, Key Performance Indicator, OMAX, AHP, Traffic Light System