ABSTRAK

Implementasi Metode BARS (*Behaviorally Anchored Rating Scale*) Pada Sistem Penilaian Kinerja Pegawai di PT.Laksana Aneka Sarana (LAS)

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Penilaian kinerja adalah proses hasil karya personel dalam suatu organisasi melalui instrumen penilaian kinerja, penilaian kinerja untuk mengevaluasi terhadap penampilan Skerja personel dengan membandingkan dengan standar baku penampilan. Permasalahan yang dihadapi oleh PT. Laksana Aneka Sarana (LAS) dengan penilaian kinerja pegawai adalah masih menggunakan metode konvensional atau belum menggunakan sistem. Oleh karena itu, PT. Laksana Aneka Sarana (LAS) mendapati permasalahan dalam hal efisiensi dan efektifitas ketika memproses penilaian kinerja pegawai, selain itu PT. Laksana Aneka Sarana (LAS) juga mengalami permasalahan manajemen arsip data penilaian kinerja pegawai yang mana berkas-berkas lama sering kali mendapatkan berkas yang tidak dalam kondisi yang baik, sehingga memperlama proses pengumpulan data ketika akan digunakan kembali.

Tujuan penelitian ini merupakan untuk menunjang efektifitas dan efisiensi dalam melakukan penilaian kinerja pegawai terhadap staff di bawah naungan manajer di PT. Laksana Aneka Sarana (LAS). Dalam perancangan sistem yang digunakan menggunakan *UML (Unified Modeling Language)* dan merancang sistem ini dengan *Use Case, Activity Diagram, User Story* dan *Class Responsibility Collaborator (CRC) Card* dan sistem ini diuji dengan *Black Box Testing* dan *Usability Testing*. Pada Penlitian ini penulis merancang dan membangun subuah sistem Penilaian Pegawai dengan Metode *BARS (Behaviorally Anchored Rating Scales)* dimana sistem yang penulis mengukur pekerjaan yang dilakukan pegawai dalam menentukan skala kuantifikasi dengan kinerja Sangat Baik, Baik, Cukup, Kurang dan Sangat Kurang.

Dari hasil pengujian sistem ini hasil perhitungan menyatakan bahwa dari 17 Pegawai dinyatakan bahwa memiliki skala penilaian **Sangat Baik** 7 Pegawai dengan Nilai Presentase 41,16, **Baik** 8 Pegawai dengan Nilai Presentase 47,04 dan **Cukup** 2 Orang dengan Nilai Presentase 11,78 dan Metode *Usability Testing* Menguji Beberapa Pegawai PT. Laksana Aneka Sarana yaitu Manager, HRD dan 3 Pegawai dan mendapatkan Kesimpulan Bahwa Manager, HRD dan 2 Pegawai lainnya memberi presentase penilaian Sangat baik Pada pengujian ini dengan nilai presentase 90%, 85%, 88% dan 85% kemudian 1 Pegawai lainnya menilai bahwa Presentase efisiensi dari sistem ini **Baik** dengan Nilai Presentase 83% dengan rata-rata penilaian 86,20% yang menandakan bahwa sistem ini **Sangat Baik** digunakan pada perusahaan.

Kata Kunci : Metode BARS, Penilaian Kinerja, UML, Likert, Usability Testing dan Black Box Testing.

ABSTRACT

Implementation of the BARS (Behavioral Anchored Rating Scale) Method in the Employee Performance Assessment System at PT. Laksana Aneka Sarana (LAS)

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Performance appraisal is the process of the work of personnel in an organization through performance appraisal instruments, performance appraisals to evaluate the appearance of personnel's work by comparing with performance standards. The problems faced by PT. Laksana Aneka Sarana (LAS) with employee performance appraisal is still using conventional methods or not using the system. Therefore, PT. Laksana Aneka Sarana (LAS) found problems in terms of efficiency and effectiveness when processing employee performance appraisals, in addition PT. Laksana Aneka Sarana (LAS) also has problems managing employee performance appraisal data archives where old files often get files that are not in good condition, thus prolonging the data collection process when it will be reused.

Purpose: this research: is to support effectiveness and efficiency in evaluating employee performance on staff under the auspices of managers at PT. Assorted Facilities (LAS). In designing the system used using UML (Unified Modeling Language) and designing this system with Use Case, Activity Diagram, User Story and Class Responsibility Collaborator (CRC) Card and this system was tested with Black Box Testing and Usability Testing. In this study, the authors designed and built an Employee Assessment system using the BARS (Behavioral Anchored Rating Scales) method in which the system that the author measures the work done by employees in determining the quantification scale with performance is Very Good, Good, Enough, Less and Very Poor.

From the results of testing this system, the calculation results state that from 17 employees it is stated that they have a rating scale of Very Good 7 Employees with a Percentage Value of 41.16, Good 8 Employees with a Percentage Value of 47.04 and Enough 2 Persons with a Percentage Value of 11.78 and the Usability Method Testing Tested Several Employees of PT. Laksana Aneka Sarana namely Manager, HRD and 3 employees and got the conclusion that the Manager, HRD and 2 other employees gave a very good rating percentage In this test with percentage values of 90%, 85%, 88% and 85% then 1 other employee assessed that the percentage the efficiency of this system is good with a percentage value of 83% with an average rating of 86.20% which indicates that this system is very good for use in the company.

Keywords : BARS Method, Performance Assessment, UML, Likert, Usability Testing and Black Box Testing.