

ABSTRAK

Evaluasi Penilaian Kinerja Karyawan Job Tomori Pertamina Medco E&P Tomori Sulawesi Dengan Menggunakan Metode Behaviorally Anchor Rating scale

Oleh : Abdul Wahab

Di dalam dunia kerja, penilaian kinerja karyawan mempunyai peran penting. Hal ini berkaitan dengan keputusan yang akan diambil Perusahaan, terkait kinerja dari karyawannya Sama halnya dengan Perusahaan lain, termaksud PT. Joint Operating Body (JOB) Pertamina-Medco E&P Tomori Sulawesi adalah satu Kontraktor Kontrak Kerjasama (KKKS) dibawah pengawasan SKK Migas yang melakukan kegiatan operasi untuk sektor hulu migas di wilayah kerja Kabupaten Banggai dan Morowali Utara, Sulawesi Tengah dengan tugas utama melakukan kegiatan eksplorasi dan produksi minyak dan gas. Metode yang dipakai oleh PT Pertamina-Medco E&P Tomori Sulawesi, yaitu Graphic Rating Scale serta laporan kerja harian karyawan. Namun pada pelaksanaannya kedua metode ini dinilai masih belum efektif.

Hal ini dikarenakan masih banyak karyawan yang menganggap formalitas, penilaian bersifat subjektif, tidak ada standar yang jelas dan terukur, serta feedback atas capaian kinerja karyawan. Akibatnya karyawan merasa tidak nyaman dan tidak termotivasi dalam bekerja. Untuk menanggulangnya penulis menyusun metode penilaian, yakni metode *Behaviorally Anchor Rating scale* (BARS), Metode BARS bisa mengatasi masalah penilaian kinerja karyawan yang cenderung subjektif. dan feedback dalam penilaian kinerja karyawan. Dengan menggunakan kedua metode ini diharapkan dapat menyelesaikan masalah penilaian kinerja karyawan pada PT Pertamina-Medco E&P Tomori Sulawesi, hingga akhirnya karyawan bisa bekerja dengan nyaman dan penuh motivasi.

Kata Kunci: Penilaian Kinerja Karyawan, Behaviorally Anchor Rating Scale, dan Management by Objectives

ABSTRACT

***Evaluation of Pertamina Medco E&P Job Tomori Employee Performance
Assessment Tomori Sulawesi Using Method
Behaviorally Anchor Rating scale***

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In the world of work, employee performance appraisal has an important role. This is related to the decisions that the Company will take, regarding the performance of its employees. The same is the case with other companies, including PT. Joint Operating Body (JOB) Pertamina-Medco E&P Tomori Sulawesi is a Cooperation Contract Contractor (KKKS) under the supervision of SKK Migas which carries out operational activities for the upstream oil and gas sector in the work area of Banggai and North Morowali Regencies, Central Sulawesi with the main task of carrying out exploration activities and oil and gas production. The method used by PT Pertamina-Medco E&P Tomori Sulawesi, namely the Graphic Rating Scale and daily employee work reports. However, in practice these two methods are still considered ineffective.

This is because many employees still consider formalities, assessments are subjective, there are no clear and measurable standards, as well as feedback on employee performance achievements. As a result, employees feel uncomfortable and unmotivated at work. To overcome this, the author developed an assessment method, namely the Behaviorally Anchor Rating Scale (BARS) method. The BARS method can overcome the problem of assessing employee performance which tends to be subjective. and feedback in employee performance appraisals. By using these two methods, it is hoped that we can solve the problem of employee performance appraisal at PT Pertamina-Medco E&P Tomori Sulawesi, so that ultimately employees can work comfortably and full of motivation

Keywords: Employee Performance Assessment, Behaviorally Anchor Rating Scale, and Management by Objectives