ABSTRACT

PT. SHELTER NUSANTARA is a security service provider company which was established in September 2002. Its vision is to be the best and the biggest security service provider company in East Java in 2005. As a new-born company, some efforts should be done in order to improve employee's performance so that the company itself succeeded to realize its vision. At the moment, those efforts haven't succeeded to give guidance for the employee so that they aren't able to show their best performance, due to the existing employee performance measurement system hasn't succeeded to describe the real employee's performance and hasn't given a balance contribution yet in reward and punishment, and self development requirement as well. Competence based performance measurement system is a performance measurement alternative which able to give more objective assessment towards employee performance. The competence that is applied in this research is based on Spencer competence dictionary and is established by applying BEI method will be utilized as assessment criteria in employee performance assessment process. The formed competence is assigned a weight in order to represent organization's requirement in realizing vision. The result of this research is an employee performance assessment system which able to assess the real employee's performance which in turn can be applied as a guideline to give incentive and training in order to increase performance as an effort to achieve its vision.

Key words: Employee Performance Assessment, Competency, Behavior Event Interview, Incentive System, Training.