DESIGNING PERFORMANCE MEASUREMENT SYSTEM BASED ON COMPETENCY AND JOB PERFORMANCE AT PT. BADAK NGL BONTANG

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Abstract

PT Badak NGL as a world class company engaged in natural gas processing, are intimately associated with the role of Human Resources (HR). In this case the role of HR is very important because it is associated with the process of value creation, namely the supply process and fulfillment of products by PT. Badak NGL, in this case is the production of energy and natural gas (LNG). Besides the focus on managing the business of natural gas, of course there are other factors that must not forget the company's business processes, such as occupational safety, occupational health, and other factors. From this human factor plays a strategic role in implementing and realizing corporate objectives and satisfy the customer and all parties concerned.

Performance appraisal system which is owned by PT. Badak NGL currently is working Assessment Report (LPHK) has some weaknesses, namely a factor that is not the standard appraisal of the value of a single rater (appraisal), there are no indicators in the assessment, a qualitative assessment, and period LPHK assessment of the implementation work only once a year. Integration between competency and job performance or job performance in its performance measurement conducted to obtain information on the achievement of the objectives and the level of
completion of tasks and responsibilities of every function and position so that intangible assets can be maintained and developed. With the increase objectivity, performance measurement system will provide more detailed measurements and quantitative research will assist in the development of incentive systems and recommendations for training or other development.

*Key words:* Performance measurement, Competency, Job performance