



Web-Based Employee Performance Assessment Using Graphic Rating Scales Method At PT. STAR MULTI

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ABSTRACT

Work assessment or performance evaluation in a company is an effort to identify various weaknesses and strengths of employees as a basis for improving all weaknesses and strengthening strengths, in order to increase employee productivity and development. For that, performance evaluation can run with periodic performance assessments that are oriented towards the past or the future. Employee performance assessment is intended to determine whether the form of employee performance has met the expected work standards. Employee performance at each agencies must be optimized in order to achieve the goals of the agency. Therefore, performance evaluation is very important and encourages employee performance to continue to be improved by looking at the results of the performance assessment given. By implementing performance evaluation on human resources in the company, it is an effort that can answer the success or failure of the company's goals that have been set. The employee work assessment/performance evaluation must be carried out in the form of periodic performance assessments.

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1. INTRODUCTION

Human resources play an important role in company activities, because in any case the progress and success of a company cannot be separated from the role and ability of good human resources. Employees are the extent to which individuals meet and exceed expectations and tasks that have been set in the work environment. Employees are human resources who are the spearhead of the success or failure of the system that is being driven by the company to produce something to achieve organizational goals. Performance Performance is the result of work in terms of quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities that have been given.

PT. Star Multi is a currency exchange service that has been widely spread in several regions serving for approximately 41 years for foreign currency exchange. Where it still uses an assessment form in the form of sheets of paper so that it can slow down the employee performance assessment process and waste paper usage. Based on the problems above, it is necessary to create a web-based application that can handle the employee performance assessment process at PT. Star Multi.

Based on the problems above, it is necessary to create a web-based application that can handle the employee performance assessment process. This web-based application is used by two users, namely Supervisor and HRD. In this assessment application there are several processes, namely the process of creating performance criteria and the process of assessing employee performance (Supervisor) and the process of creating employee performance assessment reports. This application can also generate employee performance scores and recommendations from employee superiors regarding the results of employee performance assessments to employees.

Based on the background above, the purpose of this study is to create a web-based employee performance assessment and evaluation application at PT. Star Multi. The benefits of creating a web-based employee performance assessment application at PT. Star Multi are as follows: To compile a computerized performance assessment information system systematically and structured so that it can

facilitate the work of Supervisors and HRD at PT. Star Multi. Overcoming the weaknesses of the previous system which was still manual, to maximize performance in the company and to improve the quality of performance assessments for employees.

2. METHOD

The Graphic Rating Scale method is one of the common techniques used in performance appraisals, surveys, and research to measure individual attitudes, opinions, or behaviors. This method involves the use of a numeric or descriptive scale that allows respondents to provide an assessment of an item or statement.

3. RESULTS AND DISCUSSION

For the employee performance appraisal process at PT. Sinar Mult iada which is carried out by the Assessor (Supervisor) is seen in Table 3.2. Employee performance appraisal process.

Table 3.2. Employee Performance Appraisal Process

Employee Performance Assessment Form					
Name: Bobby					
Position: Employee					
Assessment Period: 1 June 2024 –30 June 2024					
No	Performance Assessment Indicators	Mark			
		K	C	B	SB
		1	2	3	4
1.	Ethics				<input type="checkbox"/>
2.	Sales Target Achievement				<input type="checkbox"/>
3.	Cleanliness and Arrangement			<input type="checkbox"/>	
4.	Operational Efficiency				<input type="checkbox"/>
5.	Teamwork			<input type="checkbox"/>	
6.	Initiative and Creativity				<input type="checkbox"/>
7.	Presence		<input type="checkbox"/>		
8.	Punctuality				<input type="checkbox"/>
Total number			2	6	20
				Assessor 1	
				Hotmauli	

Employee Performance Assessment Form					
Name :Bobby					
Position : Employee					
Assessment Period : June 1, 2024 – June 31, 2024					
No	Performance Assessment Indicators	Mark			
		K	C	B	SB
		1	2	3	4
1.	Ethics				<input type="checkbox"/>
2.	Sales Target Achievement				<input type="checkbox"/>
3.	Cleanliness and Store Arrangement			<input type="checkbox"/>	
4.	Operational Efficiency				<input type="checkbox"/>
5.	Teamwork			<input type="checkbox"/>	
6.	Initiative and Creativity			<input type="checkbox"/>	
7.	Presence			<input type="checkbox"/>	
8.	Punctuality			<input type="checkbox"/>	
Total number				15	12
				Assessor 2	
				John	

Calculation formula for assessment results:

$$\text{Result} = \frac{\sum R}{N} \times 10$$

Final value calculation formula:

$$\text{NA} = \frac{\text{HP-1} + \text{HP-2}}{2}$$

Information :

$\sum R$: Total Value obtained

N : Maximum Value

HP 1: 1st Assessment Result

HP 2: 2nd Assessment Result

Example :

$$\text{1st Assessment Result} = \frac{28}{32} \times 100 = 87.5$$

$$\text{2nd Assessment Result} = \frac{27}{32} \times 100 = 84.4$$

$$\text{NA} = \frac{87.5 + 84.4}{2} = 85.95$$

So the conclusion is: A (Very Good)

Then based on the final value obtained through the calculation, it will be adjusted to the scale that has been made. If the expected condition of the research results is 100%, then the range value will be divided into 4 categories according to the Likert scale of even choices. According to Hadi (1991:19), taking even choices on the Likert scale is intended to eliminate the weaknesses contained in the four-level scale or odd choices such as undecided (double meaning) and central tendency (answers to the middle). The following is a value scale that can be seen in Table 3.3.

Table 3.3 Value Scale

No.	Final Value (Number)	Letter Scale
1	0 – 49	D (Less)
2	50 – 74	C (Enough)
3	75 – 84	B (Good)
4	85 – 100	A (Very Good)

System Interface Design Planning

Design is the stage of developing and creating a proposed system based on the results of the analysis carried out.

1. Login Interface Design

User before entering the system must first log in using the respective access rights that have been determined. This login form is used as system security so that the system is not used by users who do not have access rights to the system.

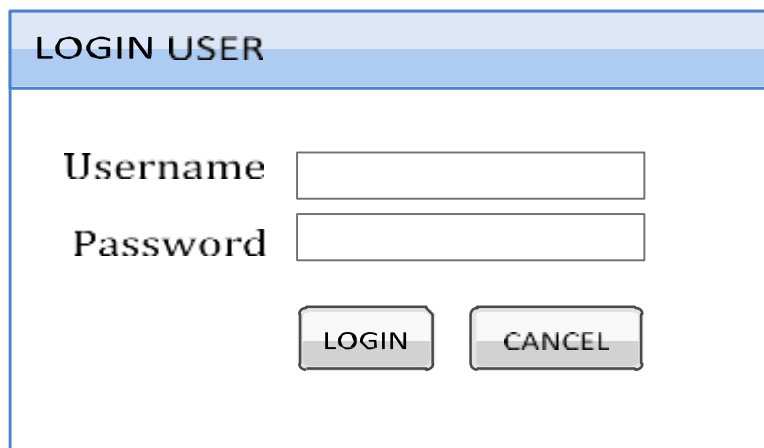


Figure 3.16 Login interface design

The functions of the components used in the login form are shown in Table 3.18.

Table 3.18 Login form component function

No.	Component Name	Component Type	Function
1.	Username	Text Box	Filled with the specified username
2.	Password	Text Box	Filled with each user's respective password
3.	Login	Button	Used to log into the system after the username and password is filled in
4.	Cancel	Button	Used if the user does not log in to the system

2. Assessment Category Form Design

User who have admin access rights after logging in will access one of the master forms, namely the assessment category form. The assessment category form has a function to enter master data for the assessment category.



Figure 3.17 Main menu interface design Explanation of the components used in the assessment category form can be seen in table 3.19.

Table 3.19 Form Component Functions

No.	Component Name	Component Type	Function
1.	Category ID	Text Box	Filled with the category ID that has automatically appeared from the system.
2.	Category Name	Text Box	Filled with Name from assessment category
3.	Save	Button	Used to store category data that has been filled into the system
4.	Change	Button	Used For change data category which has saved
5.	Cancelled	Button	Used if the user does not save the category data that has been filled in in the textbox

No.	Component Name	Component Type	Function
6.	Category data table	Grid View	Showing dataassessment categories that have been inputted and saved by the user

3. Assessment Interface Design

Formassessment criteria is one of the forms used to store assessment criteria data. Each assessment criteria data is input by a user who has access rights as an admin.

Figure 3.18 Assessment Interface Design

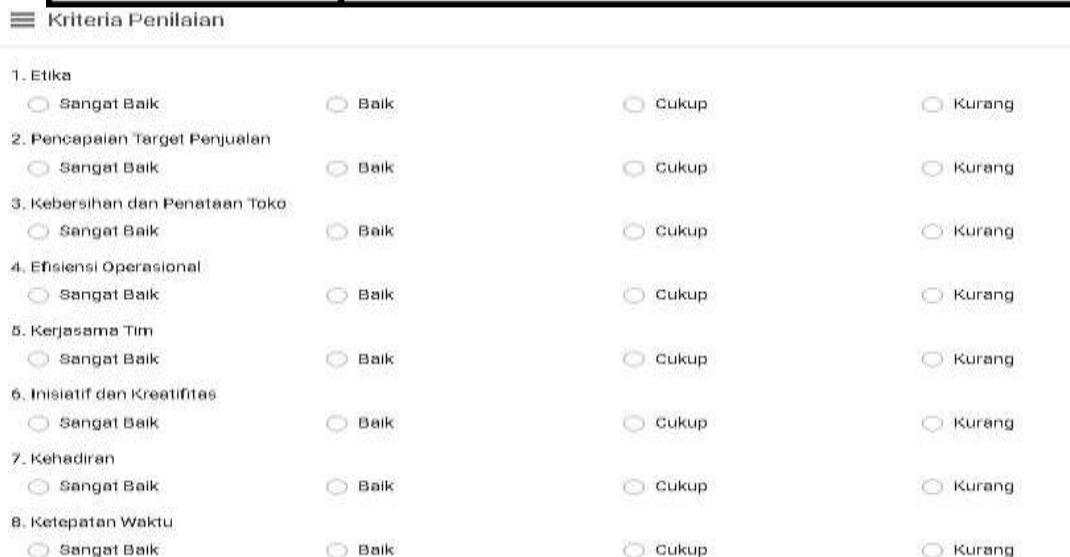
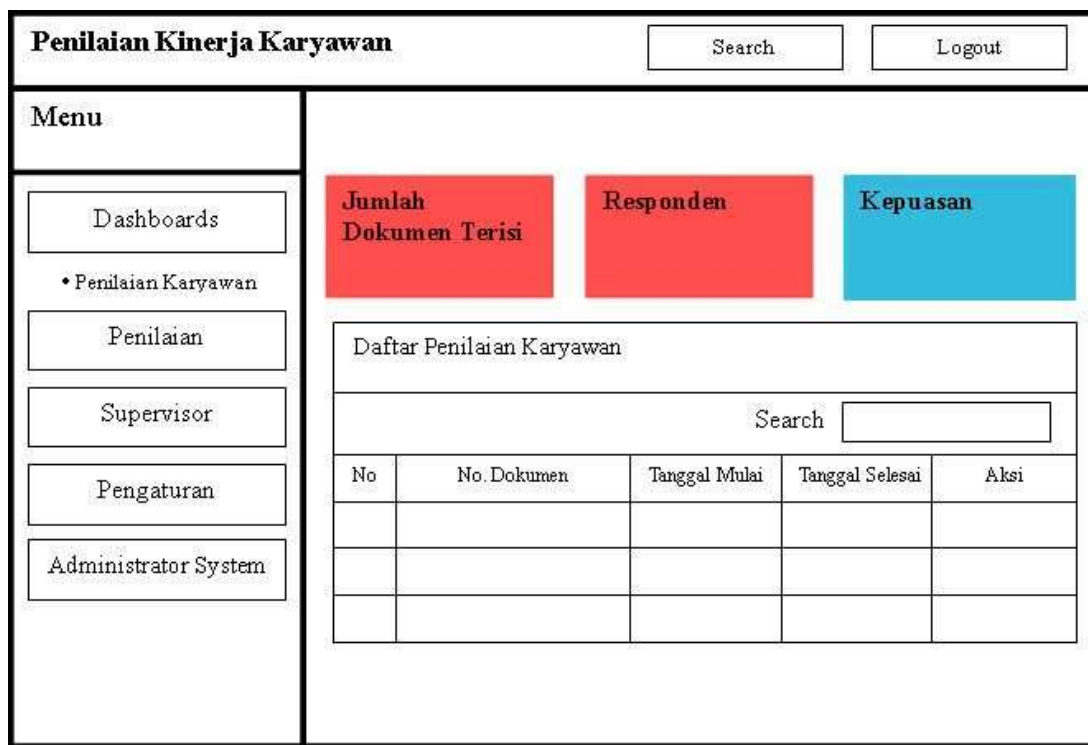


Figure 3.19 Design Assessment Criteria

4. CONCLUSION

From the results of the design of the employee performance assessment information system, several conclusions were obtained as follows. The employee performance assessment application at PT.

Sinar Multi interprets the performance assessment process effectively and accurately. The results of the system design can be designed with multiple users according to the access provided. The Graphic Rating Scales method can produce good performance assessments of employee performance assessment results from both the head of the department and employees based on the assessment criteria and the assessment items being assessed. This can reduce subjectivity and provide more accurate results for employee performance assessments. Based on the results of the Application of the Graphic Rating Scales (GRS) method for employee performance assessment at PT. Sinar Multi, the author provides suggestions for the development of the next system as follows: The performance assessment system created next can be combined with the attendance system, so that the calculation analysis process takes into account the diligence and punctuality of employee work. A comparison of other calculation methods can be provided to ensure the results of the performance assessment.

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