

ABSTRACT

Ernawati, Elik. 2014. THESIS. Title: "The Roles of Job Analysis to Make the Assessment and Evaluation of Employees' Performance Effective in PT. PLN (Persero) East Java Distribution Malang"

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To determine individual and organizational performance, it is necessary to do an assessment and evaluation on employees' performance by comparing the actual performance of each employee and the company performance standards. Job analysis is an activity or process to collect and compile information related to each job, task, work, and operational responsibility. The process is to realize the goal of an organization or a company business. PT. PLN (Persero) East Java Distribution Malang also conducts job analysis; it is proven by the existence of job descriptions, specifications and standards. For assessing the employees' performance, PT. PLN (Persero) uses the system or online application of National SIMKP (Information System of Employees' Performance Management). SIMKP will produce performance assessment for each individual. If the process of assessment and performance evaluation is done properly, the employees, supervisors, HR department and eventually the company will benefit from the assurance that individual efforts contribute to the company's strategic focus, as the company expectation. The purpose of this study is to investigate the implementation of job analysis and the assessment and evaluation form used by PT. PLN (Persero) East Java Distribution Malang in assessing employees' performance.

This research uses qualitative descriptive approach. The research data consists of primary data and secondary data. Data collection techniques are observation, interview and documentation.

The result indicates that the job analysis of the performance standards influences has evidently roled in the assessment and evaluation of the employees' performance in PT. PLN (Persero) Malang. It can be seen from the process of assessing and evaluating the performance of employees of PT. PLN (Persero) Malang. It uses target and performance achievement to measure the individual and organizational performance.