

# PERFORMANCE MANAGEMENT SYSTEM

**In-Class Training (16 Hours 2 Days)**

## Menjawab Masalah Apa?

Seiring perkembangan organisasi dalam menjawab perubahan dan tantangan eksternal yang semakin dinamis, perlu bagi organisasi untuk selalu mengetahui bagaimana posisi kinerja organisasi sesungguhnya, terutama bila kinerja organisasi dikaitkan dengan kinerja karyawan setiap individu. Seringkali ditemukan kondisi dimana rata-rata kinerja karyawan berada pada status baik sekali, sementara kinerja organisasi tidak demikian halnya. Perlu ada momen untuk menarik mundur, untuk mencari tahu dimana kekeliruan yang terjadi sehingga cermin bagi kinerja organisasi tidak memberikan informasi yang sesungguhnya.

Performance Management System (PMS) mencoba memberikan gambaran bagaimana sesungguhnya implementasi sebuah sistem yang fokus pada pengelolaan kinerja di perusahaan dijalankan. Secara filosofis, PMS dapat menjadi sebuah alat untuk membentuk budaya dan iklim kerja organisasi sesuai yang diharapkan organisasi. Secara strategis, implementasi PMS juga akan menjawab bagaimana kinerja individu sesungguhnya sangat mencerminkan kinerja organisasi, oleh karena itu perlu dipikirkan dengan matang, target dan sasaran kinerja individu yang mencerminkan sasaran organisasi. Dengan metode pembelajaran yang interaktif, topik ini akan memberikan pengalaman belajar yang mendalam dan bermanfaat.

## Manfaat Apa yang Anda Peroleh?

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Sistem Manajemen Kinerja
- Perencanaan Kinerja
- Pengelolaan Kinerja
- Penilaian Kinerja
- Pemantapan, Penghargaan dan Tindak Lanjut Kinerja

## Apa Saja yang Dibahas?

- Manajemen Kinerja: apa dan mengapa dibutuhkan organisasi?
- Cara penyusunan perencanaan Kinerja: Key Performance Indicator (KPI) & Key Behaviour Indicator (KBI)
- Pengelolaan kinerja yang efektif
- Penilaian Kinerja yang sesuai kebutuhan organisasi
- Dampak hasil penghargaan kinerja baik untuk dampak finansial maupun non-finansial

## Problems to be addressed?

*Along with organizational development, where the organization's needs to establish a measurable performance management system are needed, the alignment of needs measurement from the organizational level is translated into the individual level. The skills to be able to answer these needs are needed to be practiced in the organization. This topic is very suitable to answer the needs of these organizations. With an interactive learning method, this topic is perfect for those who need to answer the above needs practically and easily.*

*Performance Management System (PMS) tries to provide an overview of the actual implementation of a system that focuses on managing performance in the company. Philosophically, PMS could be a tool to shape the work culture of the organization as expected. Strategically, PMS implementation will also answer how individual performance impacts organizational performance. Therefore, it is necessary to determine individual performance and targets tentatively. This training program will provide comprehensive and impactful learning with an interactive learning experience.*

## What goals will be achieved?


*After completing this program, participants are expected to be able to:*

- Performance Management System
- Performance Planning
- Performance Management
- Performance assessment
- Consolidation, Awards & Performance Review

## What you will learn?

- Performance Management: what and why does the organization need?
- How to prepare Performance planning: Key Performance Indicator (KPI) and Key Behavior Indicator (KBI)
- Effective performance management
- Performance Appraisal according to organizational needs
- The impact of the performance reward results in both financial and non-financial impacts

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## Siapa yang Perlu Ikut

- Manajer/Supervisor/Staf SDM
- Spesialis Performance Management, Spesialis Perencanaan Strategis
- Pimpinan Unit Kerja/Manajer Lini (non-HR)

## Program Terkait

- KPI: Aligning Organization Performance
- Company Strategic Planning

## Who should attend

- Manager/Supervisor/Staff in Human Resource
- Performance Management Specialist, Strategic Planning Specialist
- Head of Work Unit/Line Manager (non-HR)

## Related Programs

- KPI: Aligning Organization Performance
- Company Strategic Planning



**IDR 5,800,000**

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