

## **ABSTRACT**

*PT Aneka Adhilogam Karya is a national private company engaged in the metal casting industry with Ductile Cast Iron specifications. PT Aneka Adhilogam Karya has problems in the form of unstable income due to production decline. This is evident from the data of 2014 to 2015 which experienced a decline in revenue by 10%, of the average income. Then the employee performance appraisal of each production department based on the wholesale, the intended amount is the measurement of employee performance measured from the amount of the bulk, the more the better. this resulted in employees not having a target work for the individual.*

*Measurement of company performance in this research using Total Performance Scorecard (TPS) method. The method begins with personal balanced scorecard data processing, organizational balanced scorecard, personal balanced scorecard (department), and process performance employees who are in the production. Then the questionnaire data is processed based on the existing aspects. The sequential research steps include the determination of research objects, problem formulation, research objectives, data collection, results and discussion, improvement strategies, and conclusions and suggestions for subsequent research.*

*Based on 4 perspective with method of total performance scorecard of discussion and improvement strategy, can be concluded measurement of company performance level in good condition that is equal to 4,66, with detail of financial perspective equal 5, external perspective 4,39, internal perspective 4,60, and perspective knowledge and learning of 4.68. Improvement strategies to improve the company's performance, to the marketing aspects that need attention among others, the company should partner or cooperate with the CV, provide the means through social media and facilitate customer and online-customer and conduct evaluation and innovation periodically.*

**Keywords: Performance measurement, Total Performance Scorecard (TPS)**