

ABSTRAK

CV Mega Jaya Logam merupakan perusahaan yang bergerak di bidang industri pengecoran logam. Produk yang dihasilkan oleh CV Mega Jaya Logam adalah; *bollard, grill manhole, deck drain, roof drain*, tiang lampu, *hydrant*, dan lain-lain. Pengukuran kinerja yang dilakukan CV Mega Jaya Logam lebih dititik beratkan pada sisi *financial* dan marketing saja. Hasil observasi di lapangan banyak karyawan yang tidak melakukan pekerjaan pada saat jam kerja. Perusahaan juga tidak melakukan evaluasi terhadap kinerja karyawan sebagai tolak ukur keberhasilan kerja.

Total Performance Scorecard (TPS) merupakan suatu konsep penggabungan dan pengembangan dari beberapa konsep yaitu *Balance Scorecard, Total Quality Management, dan Competance Management*. Sasaran utama dalam konsep TPS adalah perbaikan, pengembangan, dan pembelajaran yang berkesinambungan, bertahap dan rutin yang terpusat pada perbaikan kinerja pribadi dan organisasi secara berkelanjutan yang menghasilkan rancangan *Total Performance Scorecard* (TPS) yang dapat menselaraskan antara tujuan karyawan dengan tujuan perusahaan.

Hasil dari penelitian menggunakan metode *Total Performance Scorecard* menghasilkan 56 KPI berdasarkan 4 perspektif mendapatkan nilai rata-rata aspek dari keseluruhan 4,32. Scoring tersebut menggunakan kriteria skor 5 sangat baik, skor 4 baik, skor 3 cukup, skor 2 tidak baik dan skor 1 sangat tidak baik. Berdasarkan nilai tersebut tingkat kinerja perusahaan dinyatakan dalam keadaan baik.

Kata Kunci: Pengukuran Kinerja, CV Mega Jaya Logam, *Total Performance Scorecard* (TPS)

ABSTRACT

CV Mega Jaya Logam is a company engaged in the metal casting industry. Products produced by CV Mega Jaya Logam are; bollard, manhole grill, deck drain, roof drain, lamp post, hydrant, and others. Performance measurements made by CV. Mega Jaya Logam is more focused on the financial and marketing side only. Results Observation in the field many employees who do not do work during working hours. The company also does not evaluate the company's performance as a measure of work success.

Total Performance Scorecard (TPS) is a concept of merging and developing several concepts, namely Balance Scorecard, Total Quality Management, and Competance Management. The main target in the TPS concept is continuous, gradual and routine improvement, development and learning which is centered on continuous improvement of personal and organizational performance that results in the design of the Total Performance Scorecard (TPS) that can harmonize between the goals of the employee and the goals of the company.

The results of this research using the Total Performance Scorecard method resulted in 56 KPIs based on 4 perspectives, getting an average score of 4.32 aspects. Scoring uses the criteria of a score of 5 very good, a score of 4 is good, a score of 3 is sufficient, a score of 2 is not good and a score of 1 is not very good. Based on these values the level of company performance is stated in good condition.

Keywords: Performance Measurement, CV Mega Jaya Logam, Total Performance Scorecard (TPS)