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THE EFFECT OF APPRAISAL PERFORMANCE ON EMPLOYEE PERFORMANCE

¹ **Isra Hayati;** ² **Amalia Mekar Sari,**
*Sharia Business Management, Muhammadiyah University of North
Sumatera, Indonesia*
Email: israhayati@umsu.ac.id

Abstract

The purpose of this study is to find out whether there is an effect of Performance Appraisal on employee performance. The sample in this study amounted to 20 employees of Bank Syariah Mandiri Area Medan Ahmad Yani. The data analysis technique uses the classical assumption test, simple linear regression, hypothesis testing and determination test. Research shows that Performance Appraisal has an effect on employee performance with a significance of $0,000 < 0,05$ by obtaining $t_{count} 50,352 > t_{table} 2,101$ thus performance appraisal (Performance Appraisal) affects employee performance.

Keywords: *Appraisal Performance and Employee Performance*



A. Introduction

One of the implementation of human resource management is the existence of a performance appraisal system called performance appraisal. The assessment is a systematic process that is directed and integrated in assessing the overall elements possessed by employees as productive workers. This assessment aims to thoroughly assess the implementation of work and work behavior of employees within the organization to ensure that all work carried out goes according to a predetermined plan and if an error or irregularity occurs then the work can be immediately corrected and acted upon accordingly with regulations (Fahrizal, 2013).

The employee element is an important capital for the company. Even though the company has sophisticated technology and operating systems, but if employees cannot play an active role and work well in the company, the company's goals will not be achieved. The employee will work well if he is comfortable with the environment around the company he works for.

Employee performance will affect the performance of the company itself. Therefore, the employee element for the company as the spearhead of the company's production factor is very important and the company must be able to pay attention to its employees so that it works well.

To measure employee performance, the right parameters are needed. There are three criteria in conducting performance appraisal, namely (a) assignment, (b) behavior, (c) individual characteristics. In each company must have a performance appraisal system in its own way. Performance appraisal is a periodic and systematic evaluation of work performance or job performance, including its potential for development (Wahyudi, 2002).

In terms of measures of work performance carried out by employees, the company sets standards that must be achieved by employees. If employees can reach the standard targets set by the company, then it can be said that the employee's performance is good, on the contrary if the employee's performance is considered less than the company's standards, this can be used as an evaluation for the employee and the cause is sought. This aims to see the quality and quantity given by



the employee when he works at the company. Performance assessment is also a benchmark for leadership in assessing employees in their company.

Measured performance and good value for employees will increase employee motivation in doing their jobs well. The need theory known by Maslow can be used as a reference point by some managers to understand the motivation of one's work in the organization. To improve the performance of leadership employees can provide motivation. Motivation is the giving of driving force that creates the enthusiasm of one's work so that they are willing to work together, work effectively, and be integrated with all efforts to achieve satisfaction (Hasibuan, 2012).

The performance appraisal is expected to be useful to motivate employees in their work and provide opportunities for employees to strive to develop and utilize thought initiatives and their potential in work.

B. Method

The research approach used in this approach is a quantitative approach. Quantitative research approach can be interpreted as a method based on positive philosophy, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, quantitative or statistical data analysis with the aim of testing hypotheses that have been set. This method is called the quantitative method because the research data in the form of numbers and analysis using statistics (Sugiyono,2012).

In this study the population is all employees at PT. Bank Syariah Mandiri Medan Area Ahmad Yani which numbered 20 people. This sampling technique uses a Non probability sampling technique with a type of saturated sampling. Saturated sampling is a sampling technique if all members of the population are used as samples. This is often done if the population is relatively small, less than 25 people, or research that wants to generalize with small mistake. In this study, the samples were all employees working at PT. Mandiri Syariah Bank Area Medan Ahmad Yani which numbered 20 people.



This data analysis technique uses a simple linear regression analysis method. Regression shows the relationship between one variable with another variable. The nature of this relationship can also be explained between one variable as a cause while the other as a result, in the form of a dependent variable. While Simple Linear Regression is a method statistics that function to test the extent to which the causal relationship between the causal variables (X1) on the consequent variable (Y). Simple Linear Regression or often called SLR (Simple Linear Regression) is also one of the statistical methods used in the product to forecast or predict the characteristics of quality and quantity. The hypothesis test is carried out in several stages as follows:

a. Calculate partial test (t test)

The t test is used in this study to determine the ability of each variable in influencing the dependent variable. Another reason for the t test is to test whether the variable (X) has a significant relationship or not to the dependent variable (Y).

The formulas used in this study are as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

b. Determination Test

R2 test or determination test is an important measure in regression, because it can inform whether or not the estimated regression model, or in other words, it can measure how closely the regression line is estimated with the actual data.

C. Research Finding

Based on the calculation of data analysis using SPSS V.16.0 shows:

1. Test Statistics t

The t statistical test is done to test whether the independent variable (X) individually has a significant relationship or not to the



dependent variable (Y). To determine the level of influence of performance appraisal variables on employee performance can be seen in the table below:

Table of Effect of Performance Appraisal on Employee Performance:

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.960	.670		1.432	.169
	Performance Appraisal	.973	.019	.996	50.352	.000

a. Dependent Variable: Employee Performance

In the table above there is the effect of performance appraisal on employee performance by obtaining a value of 50.352 t count > t table 2.101 with the probability of sig. 0,000 < 0,05. This shows the null hypothesis (H0) is rejected and it can be concluded that the performance appraisal (X) partially has a significant effect on employee performance (Y) at PT. Bank Syariah Mandiri Area Medan Ahmad Yani.

2. Determination Test

To find out the level of reliability on performance appraisal variables and employee performance can be seen in the table below:

Determination Test Table
 Model Summary^b

Model	R	R Squared	Adjusted R Square	Std. Error of the Estimate	Change Statistics			Durbin - Watson
					R Square Change	F Change	Sig. F Change	



1	.996 ^a	.993	.993	.59071	.993	2535.33 9	1	18	.000	1.874
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a. Predictors: (Constant),
 Performance Appraisal

$$\begin{aligned}
 D &= (R)^2 \times 100\% \\
 &= (0,993) \times 100\% \\
 &= 99,3\%
 \end{aligned}$$

From the results of the determination test above it can be concluded that there is an influence of performance appraisal on employee performance. 99.3% of the influence caused by performance appraisal, 0.7% is influenced by other variables.

D. Discussion

Performance appraisal is a systematic study of employee performance that is formally carried out that is associated with the standard performance that has been determined by the company. Performance appraisal produces an evaluation of past work performance or predictions of their future work performance. This assessment process functions as quality control.

The application of performance appraisal strategies is needed, where performance appraisal can improve employee performance. The results of this study indicate that there is a positive and significant influence between variable X performance appraisal on variable Y employee performance. This can be seen from the value of t count $50.352 > t$ table 2.101, and sig. $0,000 < 0,05$ shows that H0 is rejected and Ha is accepted, meaning that the performance appraisal has a significant effect on employee performance.

These results support the research conducted by Gracessy Rebecca which states that performance appraisal is proven to be able to realize and have a significant effect on employee performance at PT Perkeunan Nusantara V (PERSERO). This result is also in line with research conducted by Perina Aulia Inscription which states that performance



appraisal is proven to affect employee performance at PT Bank XYZ Kcu Bekasi.

Seeing from previous research and according to experts in this study prove that the performance appraisal conducted by the Medan Mandiri Syariah Area Bank Ahmad Yani is able to realize and improve employee performance, where customer expectations can be realized or confirmed by the Ahmad Syariah Bank Area Mandiri Ahmad Syariah Yani, this has proven to be very capable of making employees' performance levels increase.

E. Conclusion

Based on the results of the discussion data that has been described, conclusions can be drawn, namely, performance appraisal on the performance of employees at PT. Mandiri Syariah Area Medan Bank Ahmad Yani, has a positive and significant influence that is $0,000 < 0,05$ by obtaining $t_{count} 50,352 > t_{table} 2,101$ thus performance appraisal (Performance Appraisal) needs to be maintained and improved again.

Based on the determination test above it can be concluded that there is an influence of performance appraisal on employee performance. 99.3% of the influence caused by performance appraisal, 0.7% is influenced by other variables.

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