Demand toward accountability stimulate public sector organization to improve their performance continually and to build performance management system oriented on results, not only the budget and its realization. Pusbindiklat Peneliti LIPI as unit of work that implement LIPI’s function as an institution of researchers builder has a very large role in the education and training administration especially for nationwide researchers. Pusbindiklat Peneliti LIPI using Performance Accountability System for Government Agencies (SAKIP) as a budget-based instrument that is used to made responsible their performance accountability. Performance measurement conducted by SAKIP was not able to demonstrate the real performance of education and training administration. Therefore, Pusbindiklat Peneliti LIPI needs model of performance management to accompany SAKIP as a guide in activities/programs supervision and planning, also as a strategic controller tool for management which is able to measure the success and failure of an organization. Performance management design that will be made using the methods of MBO and Balanced Scorecard perspective, in which Balanced Scorecard perspective will make performance target of MBO more clearly and directed. This study is a qualitative research through a case study approach, with a method of participant observation. Data collection technique used were questionnaires, in-depth interviews, and focus group discussions. The design includes four stages, namely: planning, implementation, measurement, and performance assessment. This performance management design as managerial implication for performance improvement of education and training administration at Pusbindiklat Peneliti LIPI.

Keywords: Performance Management Design, The Education and Training Administration, Management by Objectives (MBO), Balanced Scorecard Perspective.