

ABSTRACT

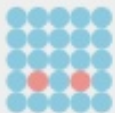
Human resources is becoming organization's most important assets for today, their quality plays an important role for the organization. Performance appraisal, hence, plays as an important tool to enhance employees quality. CIFOR is willing to develop a performance appraisal system that can be used to accommodate employees development needs. This thesis is intended to analyze staff perceptions on performance appraisal system applied, self-development, as well as staff perception on 360-degree feedback. The data is analyzed using univariate and bivariate statistic, i.e. sign test and Spearman's coefficients of rank correlation.

Staff indicated the current performance appraisal system needs to be revised. Staff agreed that the current performance appraisal has been closely related and supported self-development, and agreed that the application of 360-degree feedback related to self-development. As a performance appraisal system revision will take time and needs efforts, it is suggested that staff is encouraged to submit monthly report, CIFOR conduct a supervisor training before the regular performance appraisal process take place and developed a developmental evaluation form. CIFOR also suggested to conduct a 360-degree feedback pilot project.



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