

Decision Support System Untuk Penilaian Kinerja Karyawan

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Decision Support System Untuk Penilaian Kinerja Karyawan

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ANCED SCORECARD - (Part 12) | CARA MUDAH EVALUASI KINERJA KARYAWAN DENGAN MEMANFAATKAN BALANCED SCORECARD by Rakhmat Robbi 3,668 views 1 year ago 2 minutes, 22 seconds - Ternyata Balanced Scorecard juga bisa digunakan untuk memudahkan perusahaan dalam mengevaluasi **kinerja karyawan**.

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Sistem Informasi penilaian Kinerja Karyawan DFComp - Sistem Informasi penilaian Kinerja Karyawan DFComp by Cica Nanda 20 views 1 year ago 3 minutes, 4 seconds - 191226004_Cica Nanda Trisna Saputri_Tugas akhir Judul : **Sistem**, Informasi **Penilaian Kinerja Karyawan**, GUna Pemberian ...

Bagaimana Melakukan Tinjauan Kinerja Saat Anda Menjadi Manajer atau Pemimpin - Bagaimana Melakukan Tinjauan Kinerja Saat Anda Menjadi Manajer atau Pemimpin by Kara Ronin 58,316 views 1 year ago 13 minutes, 54 seconds - When you're a new manager or leader, it's important that you learn how to conduct a **performance review**, with your staff.

How to conduct a performance review.

What is the purpose of a performance review?

How to prepare for a performance review?

Notes you need to prepare.

You need to ask your employee to do this.

Create an agenda for the performance review.

How to conduct a performance review.

Two really important points.

These are the 7 talking points for a performance review

How to follow up after a performance review

Memahami Sistem Pendukung Keputusan - Memahami Sistem Pendukung Keputusan by GreggU 16,708 views 3 years ago 11 minutes, 19 seconds - In a typical organization, decisions fall into one of these categories. Structured decisions, or programmable tasks, can be ...

Intro

STRUCTURED Structured decisions, or programmable tasks, can be automated because a well-defined standard operating procedure exists for these types of decisions.

SEMISTRUCTURED Semistructured decisions are not quite as well defined by standard operating procedures, but they include a structured aspect that benefits from information retrieval, analytical models, and information systems technology.

OBJECTIVES Semistructured and unstructured decisions are challenging because they involve multiple criteria, and often users have to choose between conflicting objectives.

PHASES Herbert Simon, winner of the 1978 Nobel Prize in Economics, defines three phases in the decision-making process: intelligence, design, and choice. A fourth phase, implementation, can be added.

INTELLIGENCE In the intelligence phase, a decision maker (e.g., a marketing manager) examines the organization's environment for conditions that need decisions.

DESIGN In the design phase, the objective is to define criteria for the decision, generate alternatives for meeting the criteria, and define associations between the criteria and the alternatives.

CHOICE The choice phase is usually straightforward. From the practical alternatives, the best and most effective course of action is chosen.

IMPLEMENTATION In the implementation phase, the organization devises a plan for carrying out the alternative selected in the choice phase and obtains the resources to implement the plan.

A **decision support system**, (DSS) is an interactive ...

MODEL BASE The model base component includes mathematical and statistical models that, along with the database, enable a DSS to analyze information.

The user interface component is how users access the DSS, such as when querying the database or model base, for help in making decisions.

SENSITIVITY This enables you to apply different variables, such as determining the maximum price you could pay for raw materials and still make a profit.

ROLES To design, implement, and use a DSS, several roles are involved. These include the user, managerial designer, technical designer, and model builder.

ISSUES A managerial designer defines the management issues in designing and using a DSS.
DESIGNER The technical designer might be a computer specialist or a consultant from outside the company and may use a commercial DSS package or write the system's code from scratch.
MODEL BUILDER A model builder is the liaison between users and designers. For example, during the design phase, the model builder might explain users' needs to the managerial designer or technical designer.

RESOURCES Some DSSs can be developed from resources already available in the organization, which can reduce costs, but many require new hardware and software.

TRENDS Another important factor in an effective EIS is access to both internal and external data so executives can spot trends, make forecasts, and conduct different types of analyses.

CHARACTERISTICS Tailored to meet management's information needs • Extract, compress, filter, and track critical data Provides online status access, trend analysis, and exception reporting

INTERVENTION These systems use computer and communication technologies to formulate, process, and implement a decision-making task and can be considered a kind of intervention technology that helps overcome the limitations of group interactions.

SCOPE The success of a GSS depends on matching the GSS's level and sophistication to the group's size and the scope of the task.

GROUPWARE The goal of groupware is to assist groups in communicating, collaborating, and coordinating their activities. It is intended more for teamwork than for decision support.

TECHNIQUES A GIS uses spatial and nonspatial data and specialized techniques for storing coordinates of complex geographic objects.

ATTRIBUTES A GIS can associate spatial attributes, such as a manufacturing plant's square footage, with points, lines, and polygons on maps.

INFORMATION Examine the decision-making process that executives use to find out what kinds of decisions they are making and what kind of information they need to make these decisions.

COMMUNICATION This is important to ensure that key decision makers are involved in designing the MSS.

SIMPLICITY Avoid using technical jargon when explaining the system to executives because they might lose interest if they think the system is too technical.

CONSISTENCY Designers should use standard layouts, formats, and colors in windows, menus, and dialog boxes for consistency and ease of use.

Bagaimana Mengevaluasi Kinerja Karyawan - Bagaimana Mengevaluasi Kinerja Karyawan by Hansen University 62,809 views 6 years ago 7 minutes, 29 seconds - Sales **performance**, expert, Terry Hansen, shares with you a simple and effective way for managers to evaluate their **employees**, ...

VARIABEL X KINERJA KARYAWAN - VARIABEL X KINERJA KARYAWAN by Chodidjah Makarim 3,321 views 1 year ago 13 minutes, 6 seconds -

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MEMBUAT PENILAIAN KINERJA SEDERHANA (PERFORMANCE APPRAISAL) - MEMBUAT PENILAIAN KINERJA SEDERHANA (PERFORMANCE APPRAISAL) by Daspar SE.,MM 4,056 views 1 year ago 27 minutes - Jika organisa memiliki cukup uang, maka per **sistem**, evaluasi **kinerja**, kuantitatif ya dapat dipastikan akan membuat ma pegawai ...

Bagaimana mengukur kinerja karyawan menggunakan metode KPI - Bagaimana mengukur kinerja karyawan menggunakan metode KPI by Maskal Novessro 78,353 views 8 years ago 19 minutes - Mengukur **kinerja karyawan**, merupakan aktivitas penting bagi suatu perusahaan. **Kinerja karyawan**, berpengaruh langsung pada ...

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