

## **ABSTRAK**

### **PENERAPAN METODE MANAGEMENT BY OBJECTIVE DALAM PENILAIAN KINERJA KARYAWAN MAGANG PADA SIGER INNOVATION HUB BANDAR LAMPUNG**

Oleh

Prita Ayuning Febriana

*Management By Objective* merupakan metode penilaian kinerja karyawan magang pada Siger Innovation Hub yang paling efektif. Metode *Management By Objective* sendiri merupakan metode penilaian kinerja karyawan yang berfokus ke target yang dicapai. Penelitian ini bertujuan untuk mengetahui penerapan penilaian kinerja karyawan magang pada Siger Innovation Hub Bandar Lampung. Jenis penelitian ini merupakan penelitian deskriptif kualitatif. Teknik pengumpulan data menggunakan wawancara mendalam, observasi, dokumentasi, dan study pustaka. Hasil dari penelitian ini ialah penilaian kinerja karyawan magang di Siger Innovation Hub menggunakan metode *Management By Objective*, dengan proses menetapkan tujuan organisasi, menetapkan tujuan departemen, membahas tujuan departemen, mendefinisikan hasil yang diharapkan, meninjau kerja, memberikan umpan balik.

**Kata Kunci** : Penerapan, Penilaian, Kinerja Karyawan, *Management By Objective*

## **ABSTRACT**

### ***APPLICATION OF MANAGEMENT BY OBJECTIVE METHOD IN PERFORMANCE ASSESSMENT OF INTERNSHIP EMPLOYEES AT SIGER INNOVATION HUB BANDAR LAMPUNG***

*By*

Prita Ayuning Febriana

*Management By Objective is the most effective method of assessing the performance of interns at the Siger Innovation Hub. The Management By Objective method itself is a method of evaluating employee performance that focuses on the targets achieved. This study aims to determine the application of performance appraisal of interns at the Siger Innovation Hub Bandar Lampung. This type of research is a qualitative descriptive research. Data collection techniques using in-depth interviews, observation, documentation, and literature study. The result of this research is the performance appraisal of interns at Siger Innovation Hub using the Management By Objective method, with the process of setting organizational goals, setting departmental goals, discussing departmental goals, defining expected results, reviewing work, providing feedback.*

**Word Key** : ***Implementation, appraisal, employee performance***