

1. Menentukan Nilai Target Setiap Subkriteria

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| **Kriteria** | **Sub Kriteria** | **Nilai Target** |
| **Kehadiran** | Persetase Kehadiran | 5 |
| **Waktu Kerja** | Ketepatan Waktu | 3 |
| Penggunaan waktu kerja | 4 |
| **Perilaku** | Tatib | 3 |
| Kualitas Kerja | 5 |
| Hubungan antar Kerja | 4 |

1. Menghitung GAP Setiap Kriteria
2. Kehadiran

|  |  |
| --- | --- |
| **Karyawan** | **Kehadiran** |
| K1 | 5 |
| K2 | 4 |
| K3 | 5 |
| K4 | 4 |
| K5 | 5 |
| K6 | 5 |
| K7 | 5 |
| K8 | 5 |
| K9 | 5 |
| K10 | 5 |
| Profile Leader | 5 |
| **Karyawan** | **Nilai GAP** |
| K1 | 0 |
| K2 | -1 |
| K3 | 0 |
| K4 | -1 |
| K5 | 0 |
| K6 | 0 |
| K7 | 0 |
| K8 | 0 |
| K9 | 0 |
| K10 | 0 |
|  |  |
|  |  |

1. Waktu Kerja

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| **Karyawan** | **Waktu Kerja** | |
| **Ketepatan Waktu** | **Pengguaan Waktu Kerja** |
| K1 | 5 | 4 |
| K2 | 4 | 4 |
| K3 | 4 | 5 |
| K4 | 4 | 4 |
| K5 | 5 | 5 |
| K6 | 4 | 4 |
| K7 | 5 | 5 |
| K8 | 5 | 4 |
| K9 | 4 | 5 |
| K10 | 5 | 5 |
| Profile Leader | 3 | 4 |
| **Karyawan** | **Nilai GAP** | |
| **Kualitas Kerja** | **Pengguaan Waktu Kerja** |
| K1 | **2** | **0** |
| K2 | 1 | 0 |
| K3 | 1 | 1 |
| K4 | 1 | 0 |
| K5 | 2 | 1 |
| K6 | 1 | **0** |
| K7 | 2 | 1 |
| K8 | 2 | 0 |
| K9 | 1 | 1 |
| K10 | 2 | 1 |

1. Perilaku

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| **Karyawan** | **Perilaku** | | |
| **Tatib** | **Kualitas Kerja** | **Hubungan Antar Kerja** |
| K1 | 4 | 5 | 5 |
| K2 | 4 | 3 | 5 |
| K3 | 4 | 3 | 4 |
| K4 | 4 | 4 | 4 |
| K5 | 4 | 4 | 4 |
| K6 | 5 | 5 | 4 |
| K7 | 4 | 5 | 4 |
| K8 | 4 | 4 | 4 |
| K9 | 5 | 5 | 3 |
| K10 | 5 | 5 | 4 |
| Profile Leader | 3 | 5 | 4 |

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| **Karyawan** | **Nilai GAP** | | |
| **Tatib** | **Kualitas Kerja** | **Hubungan Antar Kerja** |
| K1 | 1 | 0 | 1 |
| K2 | 1 | -2 | 1 |
| K3 | 1 | -2 | 0 |
| K4 | 1 | -1 | 0 |
| K5 | 1 | -1 | 0 |
| K6 | 2 | 0 | 0 |
| K7 | 1 | 0 | 0 |
| K8 | 1 | -1 | 0 |
| K9 | 2 | 0 | -1 |
| K10 | 2 | 0 | 0 |

1. Mengubah nilai GAP dengan BOBOT

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| **Selisih** | **Nilai Bobot** | **Keterangan** |
| 0 | 5 | Tidak ada selisih (Kompetensi sesuai dgn kebutuhan) |
| 1 | 4,5 | Kompetensi individu kelebihan 1 tingkat |
| -1 | 4 | Kompetensi individu kekurangan 1 tingkat |
| 2 | 3,5 | Kompetensi individu kelebihan 2 tingkat |
| -2 | 3 | Kompetensi individu kekurangan 2 tingkat |
| 3 | 2,5 | Kompetensi individu kelebihan 3 tingkat |
| -3 | 2 | Kompetensi individu kekurangan 3 tingkat |
| 4 | 1,5 | Kompetensi individu kelebihan 4 tingkat |
| -4 | 1 | Kompetensi individu kekurangan 4 tingkat |

1. Kehadiran

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| --- | --- | --- |
| **Karyawan** | **Nilai GAP** | **Bobot GAP** |
| K1 | 0 | 5 |
| K2 | -1 | 4 |
| K3 | 0 | 5 |
| K4 | -1 | 4 |
| K5 | 0 | 5 |
| K6 | 0 | 5 |
| K7 | 0 | 5 |
| K8 | 0 | 5 |
| K9 | 0 | 5 |
| K10 | 0 | 5 |

1. Waktu Kerja

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| **Karyawan** | **Nilai GAP** | | **Bobot GAP** | |
| **Ketepatan Waktu** | **Pengguaan Waktu Kerja** | **Ketepatan Waktu** | **Pengguaan Waktu Kerja** |
| K1 | **2** | **0** | **3,5** | **5** |
| K2 | 1 | 0 | 4,5 | 5 |
| K3 | 1 | 1 | 4,5 | 4,5 |
| K4 | 1 | 0 | 4,5 | 5 |
| K5 | 2 | 1 | 3,5 | 4,5 |
| K6 | 1 | **0** | 4,5 | 5 |
| K7 | 2 | 1 | 3,5 | 4,5 |
| K8 | 2 | 0 | 3,5 | 5 |
| K9 | 1 | 1 | 4,5 | 4,5 |
| K10 | 2 | 1 | 3,5 | 4,5 |

1. Perilaku

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| **Karyawan** | **Nilai GAP** | | | **Bobot GAP** | | |
| **Tatib** | **Kualitas Kerja** | **Hubungan Antar Kerja** | **Tatib** | **Kualitas Kerja** | **Hubungan Antar Kerja** |
| K1 | -3 | -5 | -4 | 4,5 | 5 | 4,5 |
| K2 | -3 | -5 | -4 | 4,5 | 3 | 4,5 |
| K3 | -3 | -5 | -4 | 4,5 | 3 | 5 |
| K4 | -3 | -5 | -4 | 4,5 | 4 | 5 |
| K5 | -3 | -5 | -4 | 4,5 | 4 | 5 |
| K6 | -3 | -5 | -4 | 3,5 | 5 | 5 |
| K7 | -3 | -5 | -4 | 4,5 | 5 | 5 |
| K8 | -3 | -5 | -4 | 4,5 | 4 | 5 |
| K9 | -3 | -5 | -4 | 3,5 | 5 | 3 |
| K10 | -3 | -5 | -4 | 3,5 | 5 | 5 |

1. Perhitungan dan Pengelompokan Core dan Secondary Factor
2. Kehadiran

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| **Karyawan** | **Kehadiran** |
| K1 | 5 |
| K2 | 4 |
| K3 | 5 |
| K4 | 4 |
| K5 | 5 |
| K6 | 5 |
| K7 | 5 |
| K8 | 5 |
| K9 | 5 |
| K10 | 5 |
| Profile Leader | 5 |

|  |  |
| --- | --- |
| **Karyawan** | **CF** |
| K1 | 5 |
| K2 | 4 |
| K3 | 5 |
| K4 | 4 |
| K5 | 5 |
| K6 | 5 |
| K7 | 5 |
| K8 | 5 |
| K9 | 5 |
| K10 | 5 |

1. Waktu Kerja

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| --- | --- | --- |
| **Karyawan** | **Waktu Kerja** | |
| **Ketepatan Waktu** | **Pengguaan Waktu Kerja** |
| K1 | 5 | 4 |
| K2 | 4 | 4 |
| K3 | 4 | 5 |
| K4 | 4 | 4 |
| K5 | 5 | 5 |
| K6 | 4 | 4 |
| K7 | 5 | 5 |
| K8 | 5 | 4 |
| K9 | 4 | 5 |
| K10 | 5 | 5 |
| Profile Leader | 3 | 4 |

|  |  |  |
| --- | --- | --- |
| **Karyawan** | **Penilaian GAP** | |
| **CF** | **SF** |
| K1 | 3,5 | 5 |
| K2 | 4,5 | 5 |
| K3 | 4,5 | 4,5 |
| K4 | 4,5 | 5 |
| K5 | 3,5 | 4,5 |
| K6 | 4,5 | 5 |
| K7 | 3,5 | 4,5 |
| K8 | 3,5 | 5 |
| K9 | 4,5 | 4,5 |
| K10 | 3,5 | 4,5 |

1. Perilaku

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| **Karyawan** | | **Perilaku** | | | | |
| **Tatib** | | **Kualitas Kerja** | | **Hubungan Antar Kerja** |
| K1 | | 4 | | 5 | | 5 |
| K2 | | 4 | | 3 | | 5 |
| K3 | | 4 | | 3 | | 4 |
| K4 | | 4 | | 4 | | 4 |
| K5 | | 4 | | 4 | | 4 |
| K6 | | 5 | | 5 | | 4 |
| K7 | | 4 | | 5 | | 4 |
| K8 | | 4 | | 4 | | 4 |
| K9 | | 5 | | 5 | | 3 |
| K10 | | 5 | | 5 | | 4 |
| Profile Leader | | 3 | | 5 | | 4 |
| **Karyawan** | **Penilaian GAP** | | | |
| **CF** | | **SF** | |
| K1 | 4,75 | | 4,5 | |
| K2 | 3,75 | | 4,5 | |
| K3 | 4 | | 4,5 | |
| K4 | 4,5 | | 4,5 | |
| K5 | 4,5 | | 4,5 | |
| K6 | 5 | | 3,5 | |
| K7 | 5 | | 4,5 | |
| K8 | 4,5 | | 4,5 | |
| K9 | 4 | | 3,5 | |
| K10 | 5 | | 3,5 | |

1. Perhitungan Nilai Total
2. Kehadiran

|  |  |
| --- | --- |
| **Karyawan** | **Nilai** |
| K1 | 1 |
| K2 | 0,8 |
| K3 | 1 |
| K4 | 0,8 |
| K5 | 1 |
| K6 | 1 |
| K7 | 1 |
| K8 | 1 |
| K9 | 1 |
| K10 | 1 |

1. Waktu Kerja

|  |  |  |
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| **Karyawan** | **Nilai** | |
| **Kualitas Kerja** | **Penggunaan Waktu Kerja** |
| K1 | 0,525 | 0,75 |
| K2 | 0,675 | 0,75 |
| K3 | 0,675 | 0,675 |
| K4 | 0,675 | 0,75 |
| K5 | 0,525 | 0,675 |
| K6 | 0,675 | 0,75 |
| K7 | 0,525 | 0,675 |
| K8 | 0,525 | 0,75 |
| K9 | 0,675 | 0,675 |
| K10 | 0,525 | 0,675 |

1. Perilaku

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| **Karyawan** | **Nilai** | | |
| **Tatib** | **Kualitas Kerja** | **Hubungan Antar Kerja** |
| K1 | 0,45 | 1 | 0,9 |
| K2 | 0,45 | 0,6 | 0,9 |
| K3 | 0,45 | 0,6 | 1 |
| K4 | 0,45 | 0,8 | 1 |
| K5 | 0,45 | 0,8 | 1 |
| K6 | 0,35 | 1 | 1 |
| K7 | 0,45 | 1 | 1 |
| K8 | 0,45 | 0,8 | 1 |
| K9 | 0,35 | 1 | 0,6 |
| K10 | 0,35 | 1 | 1 |

**HASIl AKHIR**



