

Building a Weighted Performance Indicator Concept Utilized The Respondent's Opinion Approach

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Abstract

This study discusses building the concept of weighting performance indicators based on respondents' opinions. The opinion of respondents has the power to provide an assessment. So far, the performance appraisal is determined based on the Balanced Scorecard method, AHP, Topics, and others where the dimensions of this method are limited. In companies, performance appraisals are carried out by the HR Department. The specified indicator is sometimes too high, therefore it is considered achieved. The most flexible approach in which the determination of indicators is determined by the respondent who will implement the rule. Weighted performance indicators are constructed by developing an association rule method and ranking method. Performance appraisal structures in the form of multi values and multidimensional can be built using this concept. Items that meet the support value and minimum weight are determined based on the higher frequency. This concept is a new proposal from a mining method developed to produce a performance appraisal model that can be applied to various needs.

Full Text

This preprint is available for [download as a PDF](#).

Figures

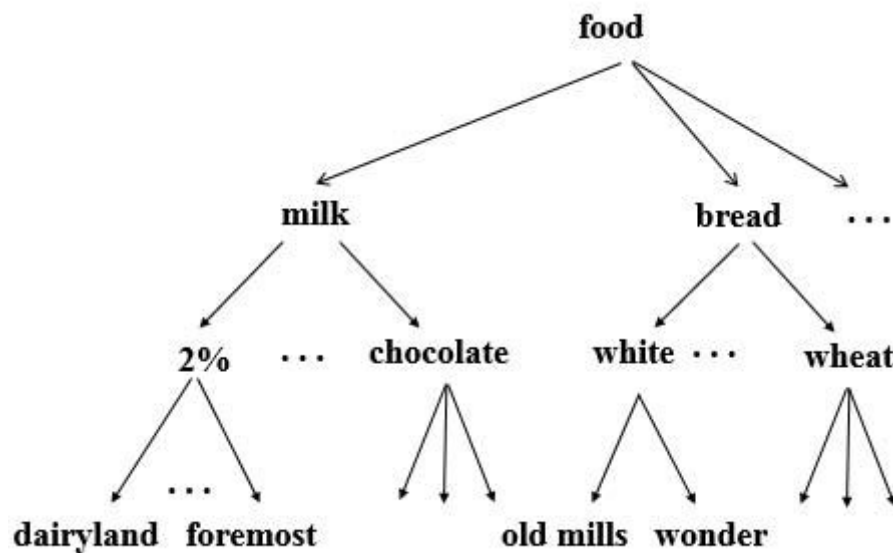


Figure 1

Concept hierarchy tree

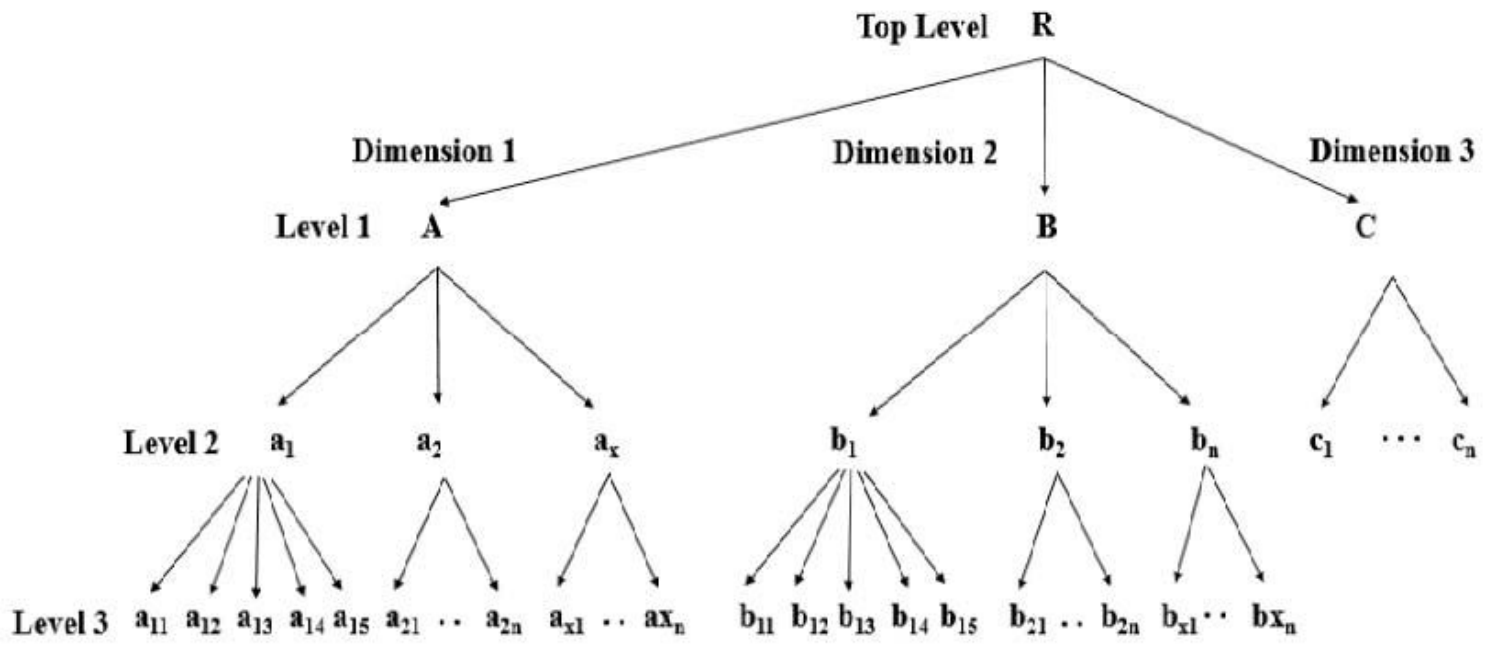


Figure 2

Structure hierarchy tree for Weighted Performance Indicator