

MANAGEMENT BY OBJECTIVES (MBO)

01

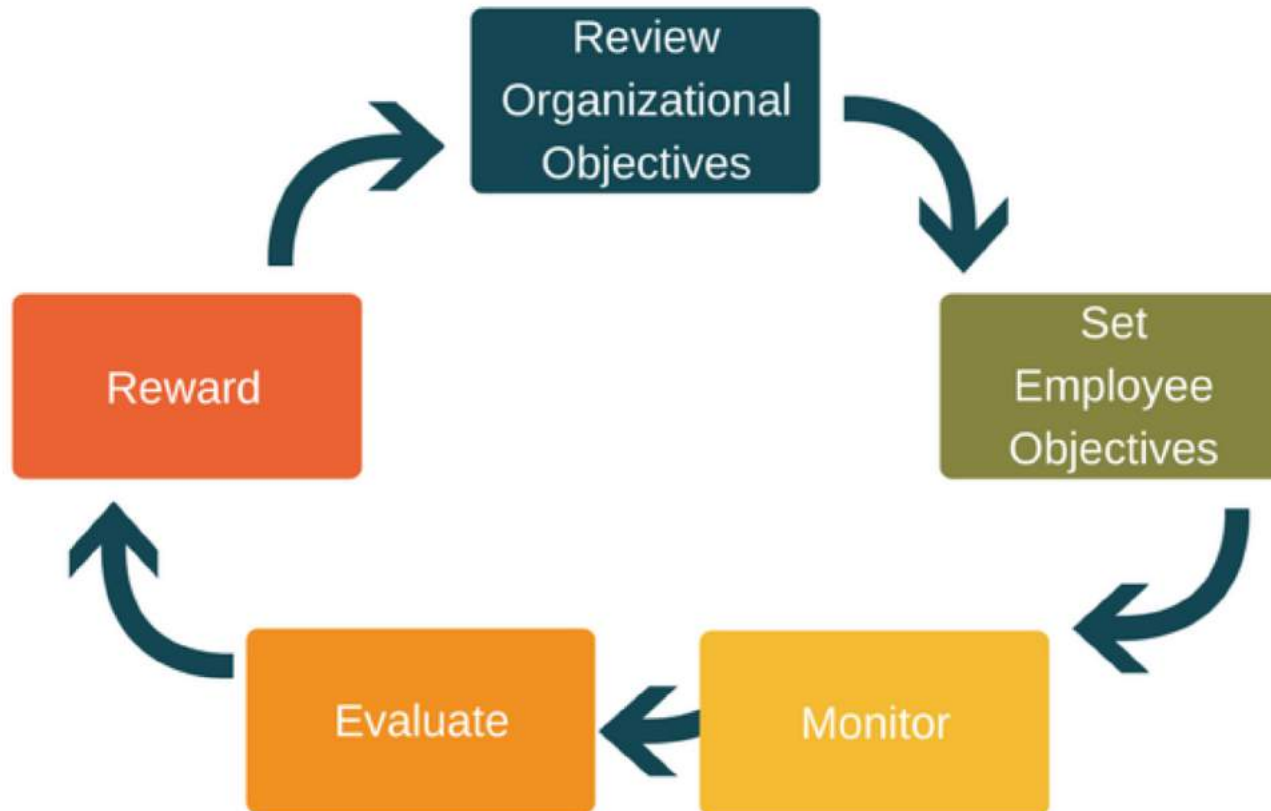
MANAJEMEN KINERJA

By: Nia Kurniati Bachtiar, SE, S.Si, MSc

Management By Objectives (MBO)

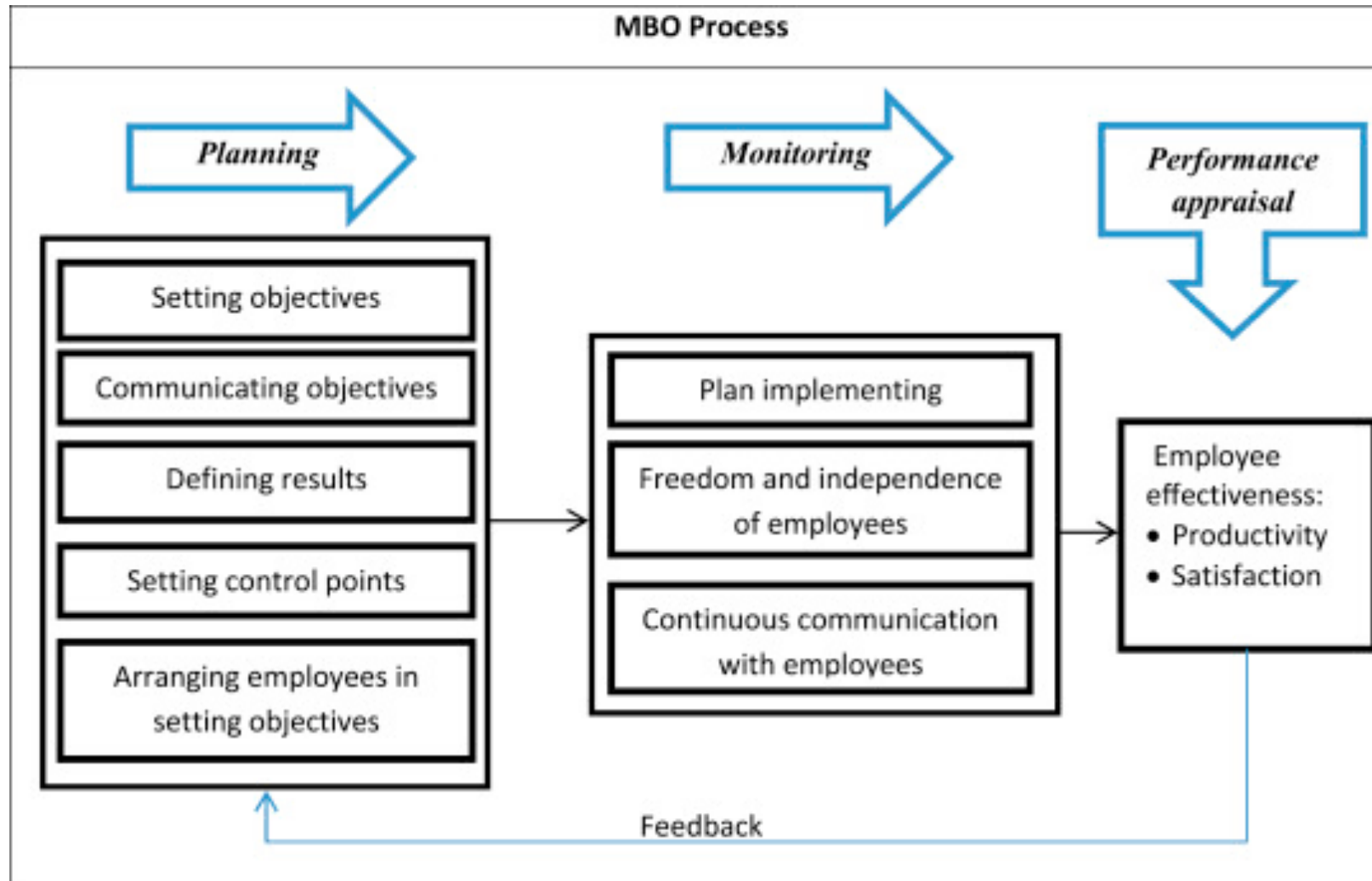
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Management By Objectives (MBO)



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MBO Process



Why MBO?

Characteristics of MBO

Resource Optimization

Goal Orientation

Multiple Accountability

Universally Applicable

Systems Approach

Simple and Comprehensive

Operational

Employee Management Participation

Key Result Areas



02

360 Appraisal

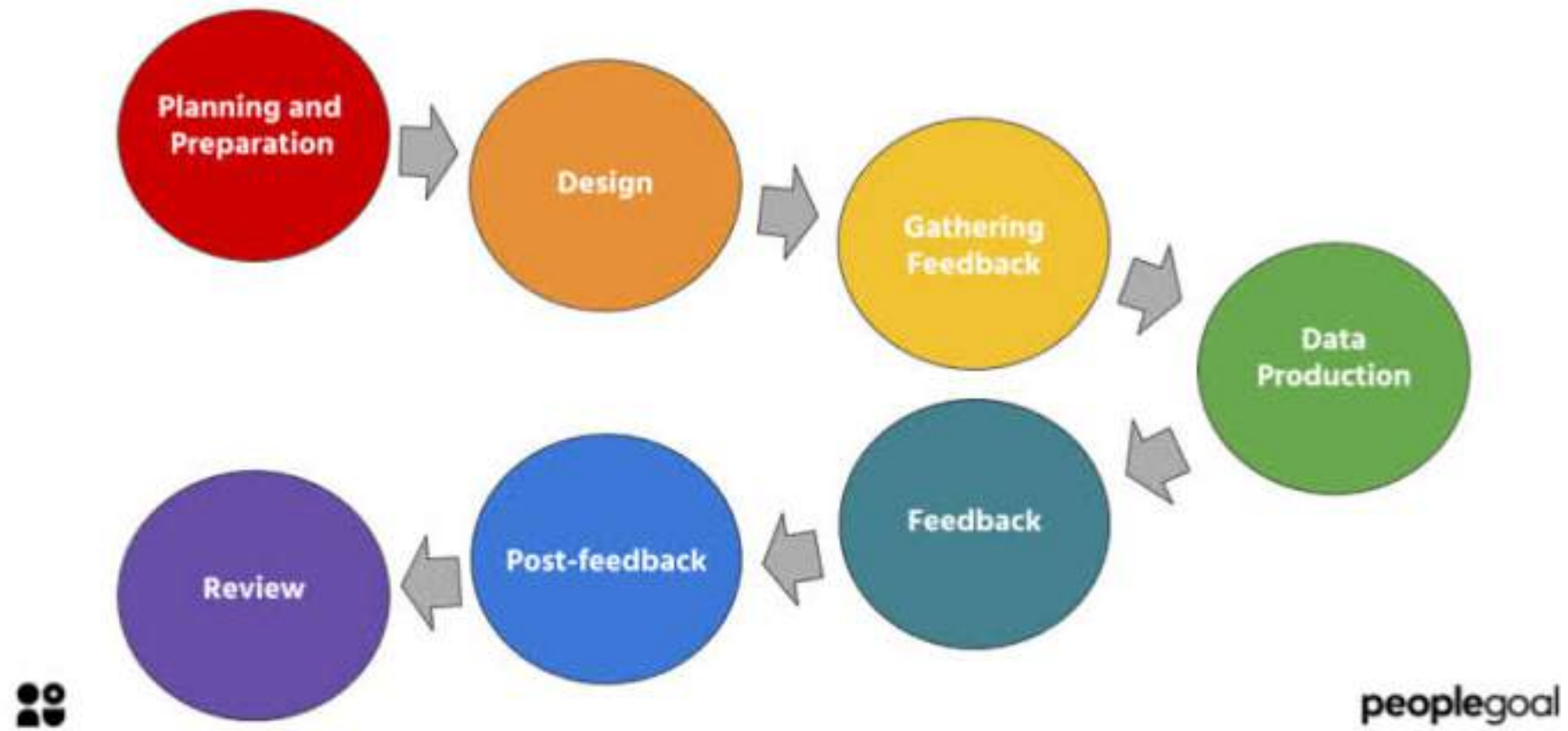
360 Appraisal



360 Appraisal Process

7

The 360° feedback process



Why Should 360?



1.

Dapat meningkatkan kinerja karyawan



2.

Terintegrasi dengan visi strategis perusahaan



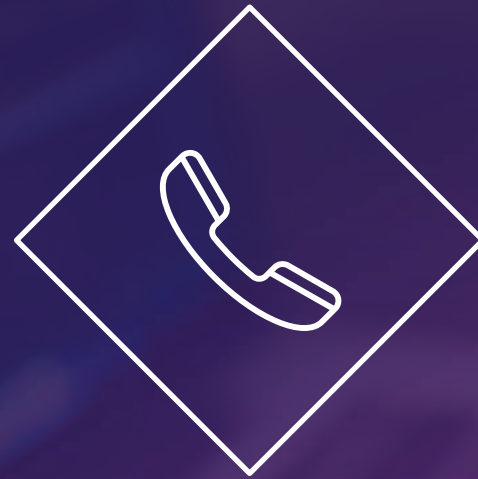
3.

Sebagai dasar kenaikan gaji, kompensasi, mutasi dan promosi



4.

Sebagai alat untuk dapat menginspirasi semua karyawan dalam perusahaan



Thank You