

ABSTRACT

To seek some appraisal factors which are relevant and representative with employees' behavior dimension which are applied so far is the purpose of this research. A systematic review of an individual employee's performance on the job which is used to evaluate the effectiveness of his or her work has 7 factors performance appraisal, they are (1) daily transaction, (2) reliable and communication, (3) quality of work, (4) initiative and cooperation, (5) work culture, (6) self potentiation and (7) problem solving.

There are three steps in appraising someone's achievement joint his work in company.

First, identification. This step is appraising toward someone that focus on some characteristic in him when he does his job in the company.

Second, measurement. This step someone behavior described as specific occasion as guide in appraising.

Third, management. In this step, appraisal focus on the work result that of individual work. In another word how the company purpose reach.

From those steps, this research focus on measurement step that use appraisal model based on behavior or BARS method.

From the result of factor analysis test, there are 7 main factors as variables of performance appraisal in Syariah Mandiri Bank East Java, they are: reliable and communication, quality of work, initiative and cooperation, culture of work, self potentiation, and problem solving.

The value of Kaiser-Meyer-Olkin Measure of Sampling Adequacy 0.615 and value of Bartlett's Test of Sphericity 2436.410 in significance 0.000. Based on these, the usage of factor analysis can be responsibility or responded in research data analysis.

The conclusion of the study is that some appraisal factors which are relevant and representative with employees' behavior dimension which are applied can be used to evaluate the effectiveness of his or her work.

Keywords: dimension, appraisal, performance, behavior.