

**SISTEM PENILAIAN KINERJA KARYAWAN  
PADA INDO CELL MENGGUNAKAN METODE SMART  
(EMPLOYEE PERFORMANCE ASSESSMENT SYSTEM AT INDO CELL  
USING SMART METHOD)**

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**ABSTRACT**

*Problems faced by Indo Cell where the absence of performance appraisal system that can support the role of HR to company strategy and know the quality of employee work. This system is made by using PHP programming language and database used is MySQL. While the research method is done by field observation and literature study. Field observations included observations and interviews to Indo Cell. System development method used by author is waterfall and SMART method. Meanwhile, to describe the process activity of a system by using UML (Unified Modeling Language) The end result of this research is to produce a system that can assist HRD in knowing all employees performance. And help the company in monitoring the potential or performance of its employees. The performance appraisal system of this proposal is expected to motivate employees to work.*

*Keywords: SMART, PHP and MySQL Methods, Waterfall*