

## **ABSTRACT**

*Employee performance assessment is an important element in measuring company success. However, many organizations are still tied to manual and traditional processes that have weaknesses. An appraisal system that is not objective, fair and inefficient can hinder company development and trigger employee demotivation. This report proposes the design of an effective and efficient employee performance appraisal application to overcome the various shortcomings of manual appraisal systems. This application offers several key advantages, such as objective and fair assessment through automation and standardization, online and real-time assessment processes that save time and resources, constructive feedback to encourage employee motivation and development, multi-source assessment for a clear picture of performance comprehensive, ongoing assessments for progress tracking and timely intervention, as well as performance management to help set goals, track progress, and provide rewards. It is hoped that this application can help organizations improve employee performance, achieve company strategic goals, and build a positive and productive work culture.*

*Keywords: Employee Performance Assessment, Performance Appraisal Application.*