

## **ABSTRACT**

*Performance Management is comprehensive and touched all the elements, that must be utilized to improve the organization performance. Implementation of Performance Management in PT. Amoco Mitsui PTA Indonesia (AMI) remains to be evaluated can be accomplished effectively. To see the effectiveness, the extent of research conducted Performance Appraisal Evaluation to the Succession Planning and Talent Employee.*

*I use the descriptive research method with 68 employees as a sample for questioner with ordinal scale that will be transformed into an interval by using the interval succession method/ standard minimum data. The data analyse method used the T test and F test method with path analysis to find the relation between variables.*

*To understand respondents perception about the level of implementation of performance appraisal used the category boundaries aggregate score variables were compared with the total score variable for all respondents. Found that employee perceptions of the implementation of Performance Appraisal is high with a score is 9425. For the Succession Planning, obtained from the calculated score is 3398, which can thus be concluded that the level of implementation of succession planning is medium. As for the implementation of Talent Employee management, the score is 4061, which can thus be concluded that the level of implementation of Talent Employee management is high.*

*With the path analysis found that Performance Appraisal significantly related to Succession Planning and Talent Employee. Performance Appraisal also significantly related to Talent Employee through Succession Planning.*