

ABSTRACT

THE ANALYSIS OF EMPLOYEE'S PERFORMANCE IN LPMP OFFICE OF LAMPUNG

By:

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The employees' performances of LPMP Office in Lampung have been being concerns of internal and external users of LPMP Lampung services. The problems in this reserach were (1) how did the correlations between factors that influenced performances and performances of LPMP Lampung employees; and (2) what was the most dominant factor that influenced erformances of LPMP Lampung employees. The objective of this research was to analyze the employees' performances in LPMP Office in Lampung in 2015.

This was a descriptive quantitative research. Population was all of 105 civil servants in LMPM Office in Lampung. Samples were of total population. Data were collected using questionnaires. Data were analyzed using univariate, bivariate, and multivariate analysis by using IBM SPSS 20.0 software.

Univariate analysis results showed that 94 employees (89.52%) had moderate performances, 9 employees (8.57%) had low performances, and 2 employees (1.9%) had high performances. Bivariate analysis showed strong and significant correlations of *personal factor* (p-value 0,000), *leadership factor* (p-value 0,000), *team factor* (p-value 0,001), *system factor* (p-value 0,000) and *contextual/situational factor* (p-value 0,000) to employees' performances of LPMP office in Lampung in 2015. The most dominant factor influencing employees' performances was *personal factor* and this was indicated by strong and high employee's skill/knowledge, motivation, and commitment. The least dominant factor was *system factor* which was indicated by reward and compensation system. All independent variables altogether influenced 72.7% employees' performances in LPMP office in Lampung, while the rest of 27.3% of influences were caused by variables which were not analyzed in this research. Multivariate analysis results showed that all independent variables influenced significantly dependent variable (employee's performance) with p-value < 0.05. This indicated that all independent variables were accepted in multivariate model, and the influence to employee's performance was 72.7%, while the rest 27.3% of unknown factors not analyzed in this research influenced employee's performance.

Keywords : performance, influencing factors, LPMP Lampung employees