

ABSTRACT

INFLUENCE OF PROFESSIONALISM, COMPENSATION AND DISCIPLINE TOWARD PERFORMANCE OF EMPLOYEES WORKING IN YOUTH SPORTS DEPARTMENT OF CULTURE AND TOURISM CENTRAL LAMPUNG DISTRICT

By
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Performance of employees in the organization of government is a very important aspect in the institutional framework of the implementation of good governance in accordance with the duties and functions. Problems faced by government organizations is not optimal performance of employees that have an impact on not optimal organizational performance. Employee performance is influenced by a variety of variables among professionalism, compensation and work discipline.

The formulation of this research is: "How much influence professionalism, compensation and discipline toward performance of Civil Servants in the Department of Youth Sports Culture and Tourism Central Lampung regency?"

The purpose of this study was to determine the influence of professionalism, compensation and discipline toward performance Employees Civil Affairs in the Department of Youth Sports, Culture and Tourism Central Lampung regency.

This type of research is descriptive, by taking a sample of 51 employees of the Department of Youth, Sport, Culture and Tourism Central Lampung regency. Data was collected by questionnaire and documentation. The data were analyzed statistically using Multiple Linear Regression.

The results showed: (1) Professionalism significant influence toward performance of employees of Youth, Sport Culture and Tourism Central Lampung Regency with a value of 67.5%. That is if the enhanced professionalism of the employee's performance will also increase. (2) Compensation significant influence toward performance of employees of Youth, Sport Culture and Tourism Central Lampung Regency with a value of 48.2%. This means that if compensation improved the performance of employees will also increase. (3) Discipline significant influence toward performance of employees of the Department of Youth, Sport, Culture and Tourism Central Lampung Regency with a value of 72.9%. This means that if the work discipline improved the performance of employees will also increase. (4) Professionalism, compensation and discipline jointly significant influence toward performance of employees of Youth, Sport Culture and Tourism Central Lampung Regency with a value of 60.7%. That is if professionalism, compensation and discipline improved the performance of employees will also increase.

Keywords: Professionalism, Compensation, Work Discipline, Performance

ABSTRAK

PENGARUH PROFESIONALISME, KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA DINAS PEMUDA OLAHRAGA KEBUDAYAAN DAN PARIWISATA KABUPATEN LAMPUNG TENGAH

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Kinerja pegawai dalam organisasi pemerintahan merupakan aspek yang sangat penting dalam rangka terselenggaranya tata kelola kelembagaan yang baik sesuai dengan tugas pokok dan fungsinya. Permasalahan yang dihadapi oleh organisasi pemerintahan adalah belum optimalnya kinerja pegawai sehingga berdampak pada belum optimalnya kinerja organisasi. Kinerja pegawai dipengaruhi oleh berbagai variabel di antaranya profesionalisme, kompensasi dan disiplin kerja.

Rumusan masalah penelitian ini adalah: "Seberapa besar pengaruh profesionalisme, kompensasi dan disiplin kerja terhadap kinerja PNS pada Dinas Pemuda Olahraga Kebudayaan dan Pariwisata Kabupaten Lampung Tengah?" Penelitian ini bertujuan untuk mengetahui besarnya pengaruh profesionalisme, kompensasi dan disiplin kerja terhadap kinerja PNS di lingkungan Dinas Pemuda Olahraga, Kebudayaan dan Pariwisata Kabupaten Lampung Tengah.

Tipe penelitian yang digunakan adalah deskriptif, dengan mengambil sampel 51 pegawai Dinas Pemuda Olahraga Kebudayaan dan Pariwisata Kabupaten Lampung Tengah. Pengumpulan data dilakukan dengan kuisioner dan dokumentasi. Analisis data menggunakan Regresi Linier Ganda.

Hasil penelitian ini menunjukkan: (1) Profesionalisme berpengaruh signifikan terhadap kinerja pegawai Dinas Pemuda Olahraga Kebudayaan dan Pariwisata Kabupaten Lampung Tengah dengan nilai sebesar 67.5%. (2) Kompensasi berpengaruh signifikan terhadap kinerja pegawai Dinas Pemuda Olahraga Kebudayaan dan Pariwisata Kabupaten Lampung Tengah dengan nilai sebesar 48.2%. (3) Disiplin kerja berpengaruh signifikan terhadap kinerja pegawai Dinas Pemuda Olahraga Kebudayaan dan Pariwisata Kabupaten Lampung Tengah dengan nilai sebesar 72.9%.(4) Profesionalisme, kompensasi dan disiplin kerja secara bersama-sama berpengaruh signifikan terhadap kinerja pegawai Dinas Pemuda Olahraga Kebudayaan dan Pariwisata Kabupaten Lampung Tengah dengan nilai sebesar 60.7%..

Kata Kunci: Profesionalisme, Kompensasi, Disiplin Kerja, Kinerja