

ABSTRACTS

THE EFFECT OF MOTIVATION, COMPENSATION AND SKILL TOWARD THE QUALITY IMPROVEMENT OF THE CIVIL SERVANTS IN THE DEPARTMENT OF FARMING, ANIMAL HUSBANDRY AND FISHERIES IN NORTH LAMPUNG

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Quality improvement is a way to achieve a purpose in any organizations or institutions. Its success is determined by many factors, one of these important factors is human resource. Human resource is essential in gaining this aim. Thus motivation, compensation and skill are very determining in the quality improvement.

The research is conducted to know the effect of motivation, compensation and skill of the civil servants toward the quality improvement in the Department of Farming, Animal Husbandry and Fisheries in North Lampung. The hypothesis is that motivation, compensation and skill influence the quality improvement of the civil servants and that these factors are interrelated to each others.

The research was conducted in the department of Farming, Animal Husbandry and Fisheries in North Lampung. The samples are 64 respondents. The data collecting technique uses direct interview with questioner forms. Analysis technique applies descriptive quantitative method, and the hypothesis test applies double binary regression analysis.

Based on double binary regression analysis, it is concluded that the variable of motivation at 0,000 co-efficient regression, at 0,953 significant rate, and at 95% trustfulness rate, statistically does not influence the quality of the civil servants in these three Departments. The variable of compensation at 0,009 co-efficient regression, at 0,036 significant rate, and at 95% trustfulness rate, statistically influence the quality of the civil servants. The variable of skill at 0,006 co-efficient rate, at 0,141 significant rate, and at 95% trustfulness rate, statistically does not influence the quality of the civil servants.

The result shows that the variable of motivation, compensation and skill correlate positively each others in improving the quality of the civil servants. It is proved by the occurrence of the positive result in co-efficient regression. The

percentage effect of those three variable is 20,55% toward the quality of the civil servants and 79,45% is from other factor.

From the conclusion, it is suggested that to improve the quality of the civil servants, the Department of Farming, Animal Husbandry and Fisheries take necessary action or make policy which will motivate the employees to do their duty well. This can be done by giving more appreciation to the outstanding employees so that they can actualize their potential and work dutifully. Giving compensation in the kind of allowance will also improve their quality. Besides, giving more chances to follow any formal or informal educational training, seminar, workshop, and any others will make their potential sustained and improved well. Hence, their abilities and skills can be beneficial and they can be broadminded employees with various perspectives. The writer also suggests that further research on the variable of motivation, compensation and skill is needed to improve the quality of the civil servants in the Department of Farming, Animal Husbandry and Fisheries in North Lampung.