

ABSTRAK

ANALISIS KOMPENSASI DAN PENGARUHNYA TERHADAP KINERJA DOSEN DI INFORMATICS AND BUSINESS INSTITUTE DARMAJAYA

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Peningkatan kinerja merupakan suatu usaha yang dilakukan oleh organisasi dalam usaha mencapai tujuannya. Keberhasilan usaha tersebut dipengaruhi oleh beberapa faktor, salah satu faktor penting adalah sumber daya manusia (SDM) peranan sumber daya manusia sangat menentukan berhasil tidaknya organisasi dalam mencapai tujuannya. Masalah yang sangat mempengaruhi kinerja sumber daya manusia yaitu kompensasi baik itu finansial maupun non finansial.


Berdasarkan hasil analisis regresi berganda binari, dapat disimpulkan bahwa variabel kompensasi finansial dengan koefisien regresi sebesar 0,001 dengan taraf signifikasi sebesar 0,277, pada tingkat kepercayaan 95% secara statistik berpengaruh terhadap kinerja dosen Informatics and Business Institute Darmajaya. Variabel kompensasi non finansial dengan koefisien regresi sebesar 0,809 dengan taraf signifikasi sebesar 0,035, pada tingkat kepercayaan 95% secara statistik tidak berpengaruh terhadap kinerja dosen Informatics and Business Institute Darmajaya.

Berdasarkan kesimpulan, disarankan untuk meningkatkan kompensasi khususnya finansial untuk dosen Informatics and Business Institute Darmajaya diperlukan dalam pelaksanaan pemberian kompensasi yang diterima dosen disesuaikan dengan beban tugas dan tanggung jawabnya serta perlu untuk memperhatikan perbedaan karakteristik dosen dan pekerjaan, membuat kebijakan atau mengambil
langkah, serta adanya proses komunikasi yang baik yang dapat memberikan dosen secara tepat sehingga dosen dapat memberikan kinerja terbaik, seperti pemberian kompensasi terhadap dosen berprestasi dan memberikan kesempatan yang besar kepada dosen untuk mengaktualisasikan diri agar kinerja dapat lebih baik lagi sehingga dapat diketahui penyebab turunnya kemampuan bekerja dosen yang bersangkutan.
ABSTRACT

ANALYSIS OF COMPENSATION AND THE EFFECT ON PERFORMANCE LECTURER IN INFORMATICS AND BUSINESS INSTITUTE DARMAJAYA

By
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Improved performance is an attempt by the organization in achieving business goals. The success of these efforts is influenced by several factors, one important factor is human resources (HR) role of human resources will determine the success of the organization in achieving its objectives. The problem that greatly affects the performance of human resources, namely compensation either financial or non financial.

The research was conducted to determine the effect of compensation on the performance of lecturers in Informatics and Business Institute Darmajaya. The hypothesis proposed in this study is the compensation effect on the performance of lecturers. The experiment was conducted in the environment Darmajaya Informatics and Business Institute. The number of samples is 79 respondents. Data collection techniques using direct interviews with a questionnaire listing guidelines. The analysis technique used is the classic asusmsi test, whereas hypothesis testing using binary regression analysis.

Based on the results of multiple regression analysis of binary, it can be concluded that the financial compensation variables with regression coefficient of 0.001 with significance level of 0.277, at 95% statistically significant effect on the performance of lecturers and Business Informatics Institute Darmajaya. Variable non-financial compensation with the regression coefficient of 0.809 with significance level of 0.035, at 95% confidence level was not statistically affect the performance of lecturers and Business Informatics Institute Darmajaya.

Based on the conclusions, it is advisable to increase the financial compensation particularly for lecturers and Business Informatics Institute Darmajaya required in the implementation of the compensation received by teachers adjusted to the burden of duties and responsibilities and the need to pay attention to differences in the characteristics of faculty and work, make policy or take steps, as well as the process good communication that can provide appropriate faculty so that faculty can give the best performance, such as providing compensation to outstanding lecturers and provide a great opportunity for lecturers to actualize itself in order to even better performance so it can dikatehui cause lowers the work lecturer concerned.
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

By

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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.