

## ABSTRACT

### **Perception of Civil Servants Public in Universities Toward The System Of Remuneration And Its Effect On The Motivation And Performance (Study at Lampung University Public Service Board)**

**By**

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The purpose of this study is to empiracally test the influence of perceptions of civil servants in the environment of state universities of Lampung University such as educators (lecturers) and education personnel (employees) to the remuneration system based on transparency, equity, control, and proportionality which influence on employee motivation, and employee performance. This study used SEM-PLS data analysis method with sampling technique using convenient sampling method, which amounted to 153 respondents lecturers and 146 employee respondents. The result shows that transparency for the perception of lecturers in the remuneration system has an influence on the motivation of work, but for the perception of employees transparency in the remuneration system has no effect for employee motivation. The same thing also happens in proportionality in the remuneration system , for employee perception has influence in remuneration system to motivation of work, but for perception of lecturer of proportionality in remuneration system has no influence in motivation of lecturer work. The result of equity, and control in the remuneration system for the perception of respondents have an influence on the work motivation of respondents, and for employee motivation for the respondents have a significant effect on employee performance.

**Key words:** transparency, equity, controlling, proportionality, remuneration system, employee motivation, employee performance

## ABSTRAK

### **PERSEPSI PEGAWAI NEGERI SIPIL PERGURUAN TINGGI TERHADAP SISTEM REMUNERASI, DAN PENGARUHNYA TERHADAP MOTIVASI DAN KINERJA (Studi pada Badan Layanan Umum Univeritas Lampung)**

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Tujuan penelitian ini adalah untuk menguji secara empiris mengenai persepsi pegawai negeri sipil di lingkungan perguruan tinggi negeri Universitas Lampung yaitu tenaga pendidik (dosen) dan tenaga kependidikan (karyawan) terhadap sistem remunerasi berdasarkan transparansi, keadilan, keterkendalian, dan proporsionalitas yang pengaruhnya terhadap motivasi pegawai, dan kinerja pegawai. Penelitian ini menggunakan metode analisis data SEM-PLS dengan teknik pengambilam sampel menggunakan *convenient sampling method*, yang berjumlah 153 responden dosen dan 146 responden karyawan. Hasil penelitian menunjukkan transparansi bagi persepsi dosen dalam sistem remunerasi memiliki pengaruh terhadap motivasi kerjanya, namun bagi persepsi karyawan transparansi dalam sistem remunerasi tidak memiliki pengaruh bagi motivasi kerja karyawan. Hal senada juga terjadi dalam proporsionalitas dalam sistem remunerasi, bagi persepsi karyawan memiliki pengaruh dalam sistem remunerasi terhadap motivasi kerjanya, tetapi bagi persepsi dosen proporsionalitas dalam sistem remunerasi tidak memiliki pengaruh dalam motivasi kerja dosen. Hasil akan keadilan, dan keterkendalian dalam sistem remunerasi bagi persepsi responden memiliki pengaruh terhadap motivasi kerja responden, dan untuk motivasi pegawai bagi responden memiliki pengaruh yang signifikan terhadap kinerja pegawai.

**Kata kunci** : transparansi, keadilan, keterkendalian, proporsionalitas, sistem remunerasi, motivasi pegawai, kinerja pegawai