

ANALISIS DAMPAK IMBALAN DAN KEPUASAN KERJA TERHADAP KINERJA PEGAWAI SEKRETARIAT DAERAH KABUPATEN KUTAI TIMUR

Oleh :

RINGKASAN

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Penelitian ini dilatar belakangi suatu fenomena bahwa adanya penurunan kinerja/prestasi Pegawai Sekretariat Kabupaten Kutai Timur.

Penelitian ini bertujuan untuk mengetahui dampak imbalan dan kepuasan kerja terhadap kinerja pegawai Sekretariat Kabupaten Kutai Timur.

Metode penelitian yang digunakan adalah metode survei. Responden penelitian adalah pegawai Sekretariat Kabupaten Kutai Timur bestatus PNS sebanyak 185 orang sebagai populasi, diambil sampel secara acak random sebanyak 40 orang.

Teknik pengumpulan data menggunakan instrumen yang berbentuk angket, untuk variabel imba'an, kepuasan kerja dan kinerja. Instrumen dikalibrasi dengan menggunakan validitas butir dan koefisien reliabilitas. Validitas butir diuji dengan menggunakan *korelasi product moment*, sedangkan koefisien reliabilitas instrumen diuji dengan sistim *split half* dan dihitung menggunakan rumus *Alpha Cronbach*. Data penelitian dianalisis menggunakan teknik korelasi sederhana, ganda, serta menggunakan persamaan regresi linier sederhana dan ganda.

Hasil penelitian menemukan bahwa : (1) ada dampak yang positif antara imbalan (X_1) terhadap kinerja (Y) dengan koefisien $r_{y1} = 0,925$ dan persamaan regresi $\hat{Y} = 5,555 + 0,898X_1$; (2) ada dampak yang positif antara kepuasan kerja (X_2) terhadap kinerja (Y) dengan koefisien $r_{y2} = 0,936$ dan persamaan regresi $\hat{Y} = 4,060 + 0,921X_2$; (3) ada dampak yang positif antara imbalan (X_1) dan kepuasan kerja (X_2) secara bersama-sama terhadap kinerja (Y) dengan koefisien $r_{y1.2} = 0,942$ dan persamaan regresi $\hat{Y} = 3,760 + 0,351X$

SUMMARY

Poniso Suryo Renggono. Correlation Between the Compensation, job satisfaction and the job performance of staff at Sekretariat Daerah Kabupaten Kutai Timur.

The aim if this research to to know correlation compensatioan, job satisfaction and job performance of officer at Sekretariat Daerah Kabupaten Kutai Timur. Method research the used is survey method. Research responden is officer of Sekretariat Daerah Kabupaten Kutai Timur counted 185 people as population, and that is sample of research is 40.

Technique data collecting use instrument which in form of enquette, for the variable of compensation, job satisfaction and job performance. Instrument calibrated by using item validity and coefficient of reliabilitas. Item validity tested by using correlation of product moment, while coefficient of reliabilitas instrument tested with systems of split half and calculated to use formula of Alpha Cronbach. Data Research analysed to use simple correlation technique, double (plural), and also use equation of double and simple linear regression (plural).

The results of the research are as follows : (1) there is a positive correlation between the compensation with the job performance off staff, (2) there is a positive correlation between job satisfaction with the job performance of staff , (3) there is a positive correlation between those two independent variables (the compensation and job satisfaction) with the job performance of staff.

The result of research are follows : (1) there are positive correlation between the compensation (X_1) with the job performance (Y) the value of $r_{y1} = 0,925$ and equation of regresi = $5,555+0,898X_1$; (2) there are positive correlation between the job satisfaction (X_2) with the job performance (Y) the value of $r_{y2} = 0,936$ and equation of regresi = $4,060+0,921X_2$; (3) there are positive correlation between the (X_1) and the job satisfaction (X_2) by together with the job performance (Y) the value of $r_{y1,2} = 0,942$ and equation of regresi = $3,760+0,351X_1+0,581X_2$.

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