

ABSTRAK

PENGARUH PERSEPSI KARYAWAN ATAS INSENTIF DAN TUNJANGAN TERHADAP PRESTASI KERJA KARYAWAN Studi Kasus Pada Karyawan Bagian Produksi Divisi Begaya PT. Mondrian Klaten

**ANT. BUDI OKTO WICAKSONO
UNIVERSITAS SANATA DHARMA
YOGYAKARTA
2005**

Penelitian ini bertujuan untuk mengetahui (1) Apakah ada pengaruh persepsi karyawan atas insentif terhadap prestasi kerja para karyawan; (2) Apakah ada pengaruh persepsi karyawan atas tunjangan terhadap prestasi kerja para karyawan; dan (3) Apakah ada pengaruh persepsi karyawan atas insentif dan tunjangan terhadap prestasi kerja para karyawan.

Teknik pengumpulan data dilakukan dengan menggunakan wawancara dan kuesioner yang dibagikan kepada karyawan bagian produksi divisi Begaya PT. Mondrian Klaten, dengan mengambil sampel sebanyak 30 responden dan pengambilan sampelnya menggunakan teknik *Purposive Sampling*. Analisis data yang digunakan adalah Regresi Linear Sederhana dan Regresi Linear Berganda untuk mengetahui ada atau tidaknya pengaruh persepsi karyawan atas insentif dan tunjangan terhadap prestasi kerja karyawan.

Hasil penelitian menunjukkan (1) Ada pengaruh persepsi karyawan atas insentif terhadap prestasi kerja para karyawan; (2) Ada pengaruh persepsi karyawan atas tunjangan terhadap prestasi kerja para karyawan; dan (3) Secara simultan ada pengaruh persepsi karyawan atas insentif dan tunjangan terhadap prestasi kerja para karyawan.

ABSTRACT

THE INFLUENCE OF EMPLOYEES' PERCEPTION ON INCENTIVE AND ALLOWANCE TO EMPLOYEES' PERFORMANCE

**A Case Study at Production division of Begaya Division PT. Mondrian
Klaten**

**Ant. Budi Okto Wicaksono
Sanata Dharma University
Yogyakarta
2005**

The research aimed to find out (1) whether there was an influence of employees' perception on incentive to employees' performance, (2) whether there was an influence of employees' perception on allowance to employees' performance, (3) whether there was an influence of employees' perception on incentive and allowance to employees' performance.

Data were collected using interview and questionnaires which is distributed to employees of production department of Begaya Division PT. Mondrian Klaten. The sample consisted of 30 respondents taken through Purposive Sampling technique. Researcher analysed the data using Simple Linear Regression and Multiple Linear Regression to know the influence of employees' perception on incentive and allowance to employees' performance.

The research findings showed (1) that there was an influence of employees' perception on incentive to employees' performance (2) that there was an influence of employees' perception on allowance to employees' performance (3) that there was an influence of employees' perception on incentive and allowance to employees' performance.