

ABSTRAK

PENGARUH KEADILAN KOMPENSASI MENURUT PERSEPSI KARYAWAN TERHADAP KINERJA KARYAWAN Studi kasus pada PT Mondrian Unit *d*, Mo Klaten

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Penelitian ini bertujuan untuk mengetahui pengaruh keadilan kompensasi menurut persepsi karyawan terhadap kinerja karyawan. Penelitian ini dilakukan di PT. Mondrian Unit *d*, Mo Klaten dengan jumlah karyawan 38 orang.

Tehnik pengumpulan data dilakukan dengan kuesioner, observasi, dokumentasi dan wawancara. Tehnik analisis data yang digunakan adalah regresi linear sederhana, korelasi product moment dan uji-t.

Hasil analisis menunjukkan tidak ada pengaruh keadilan kompensasi menurut persepsi karyawan terhadap kuantitas dan kualitas kerja karyawan baik di bagian pembuatan, pengujian maupun pengepakan. Sedangkan ada pengaruh keadilan kompensasi menurut persepsi karyawan terhadap kerja sama karyawan, pada unit kerja potong dan obras. Sedangkan pada unit kerja sablon, jahit, bradil, penyeterikaan dan pengepakan tidak ada pengaruh keadilan kompensasi menurut persepsi karyawan terhadap kerja sama karyawan.

ABSTRACT

THE EFFECT OF EMPLOYEES' PERCEPTION OF FAIR COMPENSATION ON EMPLOYEES' PERFORMANCE Case Study in PT Mondrian Unit d,Mo Klaten

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This research was aimed to investigate the effect of employees' perception of fair compensation on employees' performance. This research was conducted at PT. Mondrian Unit d,Mo with the population of 38 employees.

The data were collected through questionnaire, observation, documentation, and interview. The data analysis technique used was the simple linear regression, product moment correlation and t-test.

The analysis result showed that there wasn't any effect of employees' perception of fair compensation on employees' job quantity and job quality in the production department, quality control department, and packing department. While there was an effect of employees' perception of fair compensation on employees' cooperation in cutting and obras department. Whereas on sablon, sew, bradil, smooth ironing and packing there wasn't any effect of employees' perception of fair compensation on employee cooperation.