

ABSTRAK

PERSEPSI KARYAWAN TERHADAP PEMBERIAN KOMPENSASI

Studi Kasus Staff Biro Administrasi Umum

Universitas Sanata Dharma Yogyakarta

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Penelitian ini bertujuan untuk mengetahui persepsi karyawan terhadap pemberian kompensasi. Jenis penelitian ini adalah studi kasus dengan jumlah sampel penelitian sebanyak 86 orang responden.

Penelitian ini dilakukan dengan menyebarkan kuesioner kepada 86 responden yang dibagi sama rata untuk setiap pegawai tetap (43 pegawai) dan pegawai kontrak (43 pegawai) pada staff biro administrasi umum Universitas Sanata Dharma. Teknik analisis yang digunakan adalah 1) Analisis Deskriptif untuk mengetahui karakteristik responden, 2) Analisis Mann-Whitney U-Test untuk mengetahui persepsi karyawan terhadap pemberian kompensasi.

Dari analisis persentase, mayoritas responden laki – laki sebanyak (72,1%), berumur 17 - 26 tahun sebanyak (51,2%), berpendidikan SMA sebanyak (89,5%), dan (67,4%) termasuk dalam kategori menikah. Dari analisis Mann-Whitney U-Test menunjukkan bahwa adanya perbedaan persepsi yang signifikan antara pegawai tetap dan pegawai kontrak.

ABSTRACT

**EMPLOYEES PERCEPTION OF COMPENSATION
Staff Case Studies of Public Administration Bureau
Sanata Dharma University, Yogyakarta**

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The study was aimed at determining employees' perception of compensation. The research was a case study with the number of samples was 86.

The research was conducted at public administration bureau staff of Sanata Dharma University by distributing questionnaires to 86 respondents which were equally divided into permanent employees (43 employees) and contract workers (43 employees). The analysis techniques used were 1) Descriptive analysis to determine the characteristics of respondents, and 2) Mann-Whitney U-Test analysis to determine employees' perception of compensation.

The result indicated that the majority of respondent were men (72.1%), aged 17-26 years (51.2%), had senior high school (89.5%), and married (67.4%). The Mann-Whitney U-Test analysis indicated that there were significant different perception between permanent employees and contract workers.