

ABSTRAK

**PENGARUH PERSEPSI KARYAWAN TENTANG KEADILAN DAN
KELAYAKAN KOMPENSASI TERHADAP KINERJA KARYAWAN**

Studi kasus pada karyawan unit produksi PT. KAI (persero)

UPT. Balai Yasa Yogyakarta

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Penelitian ini bertujuan untuk mengetahui seberapa tinggi tingkat persepsi karyawan tentang keadilan kompensasi, kelayakan kompensasi, dan kinerja karyawan non-manajerial unit produksi PT. KAI (persero) UPT. Balai Yasa Yogyakarta dan untuk mengetahui apakah ada pengaruh secara sendiri-sendiri maupun bersama-sama persepsi karyawan tentang keadilan dan kelayakan kompensasi terhadap kinerja karyawan non-manajerial unit produksi PT. KAI (persero) UPT. Balai Yasa Yogyakarta.

Pengumpulan data dilakukan pada bulan Agustus 2011 dengan jumlah sampel 153 karyawan. Teknik pengambilan sampel yang digunakan adalah *proportional random sampling*. Teknik analisis data yang digunakan adalah Analisis Regresi Linear Berganda dengan menggunakan SPSS 16.0.

Hasil analisis data menunjukkan bahwa tingkat persepsi karyawan tentang keadilan kompensasi termasuk tinggi, tingkat persepsi karyawan tentang kelayakan kompensasi juga tinggi dan kinerja karyawan non-manajerial unit produksi PT.KAI (persero) UPT. Balai Yasa Yogyakarta termasuk telah memenuhi tuntutan dengan kriteria tinggi. Berdasarkan hasil analisis data diketahui juga bahwa ada pengaruh secara sendiri-sendiri maupun bersama-sama antara persepsi karyawan tentang keadilan dan kelayakan kompensasi terhadap Kinerja Karyawan non-manajerial unit produksi PT. KAI (persero) UPT. Balai Yasa Yogyakarta.

ABSTRACT

THE EFFECTS OF OFFICIAL EMPLOYEES' PERCEPTION ABOUT JUSTICE AND FAIRNESS OF COMPENSATION TO THE EMPLOYEES' PERFORMANCE

A case study to the employees of production unit at PT.KAI (persero)
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This research has two goals. The first is to know what a level of official employees' perception about justice and fairness of compensation and the employees' performance of non managerial production unit at PT KAI (persero) UPT. Balai Yasa Yogyakarta. Then, the second is to know whether the effects come one by one or all together with the employees' perceptions about justice and fairness of compensation and the employees' performance of non managerial production unit at PT KAI (persero) UPT. Balai Yasa Yogyakarta.

The data were obtained on August 2011 with 153 employers as the sample. The sample gathering technique was using proportional random sampling. Then, the data analysis technique was using multiple linear regressions by using SPSS 16.0.

The result of data analysis showed that the level of employees' perception about justice of compensation was high. The level of employees' perception about fairness of compensation was also high. Then, the employees' performance of non managerial production unit at PT KAI (persero) UPT. Balai Yasa Yogyakarta had met the high demand on working criteria. According to the result of the research, it was found that there was partial and simultaneous effects between employees' perception about justice and fairness of compensation to the employees' performance of non managerial production unit at PT KAI (persero) UPT. Balai Yasa Yogyakarta.