

ABSTRAK

ANALISIS HUBUNGAN PERSEPSI KARYAWAN TERHADAP SISTEM PENGUPAHAN INSENTIF DENGAN KINERJA KARYAWAN

Studi Kasus Pada Karyawan Bagian Produksi
UD Enam Delapan Mineral Gamping Yogyakarta

Agustina Wahyu Riyati
Universitas Sanata Dharma

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Tujuan penelitian ini adalah untuk mengetahui 1) apakah ada perbedaan yang signifikan antara persepsi karyawan terhadap sistem pengupahan insentif berdasarkan umur, jenis kelamin, tingkat pendidikan dan lama bekerja 2) apakah ada perbedaan yang signifikan kinerja karyawan berdasarkan umur, jenis kelamin, tingkat pendidikan dan lama bekerja 3) apakah ada hubungan positif dan signifikan antara persepsi karyawan terhadap sistem pengupahan insentif dengan kinerja karyawan.

Hipotesis pertama adalah ada perbedaan yang signifikan antara persepsi karyawan terhadap sistem pengupahan insentif berdasarkan umur, jenis kelamin, tingkat pendidikan dan lama bekerja. Hipotesis kedua adalah ada perbedaan yang signifikan kinerja karyawan berdasarkan umur, jenis kelamin, tingkat pendidikan dan lama bekerja. Hipotesis ketiga adalah ada hubungan positif dan signifikan antara persepsi karyawan terhadap sistem pengupahan insentif dengan kinerja karyawan. Untuk menguji kebenaran dari hipotesis tersebut, maka dianalisis dengan metode statistik. Untuk hipotesis pertama dan kedua digunakan metode *Chi-Square* (X^2). Untuk hipotesis ketiga digunakan teknik korelasi *Product Moment*.

Berdasarkan analisis data, tidak ada perbedaan yang signifikan antara persepsi karyawan terhadap sistem pengupahan insentif berdasarkan umur, jenis

kelamin, tingkat pendidikan dan lama bekerja. Tidak ada perbedaan yang signifikan kinerja karyawan berdasarkan umur, tingkat pendidikan, lama bekerja dan berdasarkan jenis kelamin ada perbedaan yang signifikan.

Ada hubungan positif dan signifikan antara persepsi karyawan terhadap sistem pengupahan insentif dengan kinerja karyawan.

ABSTRACT

AN ANALYSIS ON THE EMPLOYEE'S PERCEPTION CORRELATION ON INCENTIVE FINANCIAL SYSTEM AND EMPLOYEE'S PERFORMANCE

A Case Study at Production Departement Employees
UD Enam Delapan Mineral Gamping Yogyakarta

Agustaina Wahyu Riyati
Universitas Sanata Dharma
Yogyakarta
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The objectives of this research were to know 1) whether there were significant differences among the employee on incentive financial system based on age, gender, education and working period, 2) whether there were significant differences among employee based on age, gender, education and working period, 3) whether there were positive and significant correlation between employee's perception on incentive financial system with employee's performance.

The first hypothesis, there were significant differences between employee's perception on incentive financial system based on age, gender, education and working period. The second hypothesis there were significant differences employee's performance based on age, gender, education and working period. The third hypothesis, there were positive and significant correlation between employee's perception on incentive financial system with employee's performance. To test the truth of those hypothesis, they were analyzed using statistical methods. To the first and second hypothesis used Chi-Square (X^2) method. The third hypothesis used Product Moment correlation analyse.

Based on data analyse, there were no significant differences employee's perception on incentive fianancial system based on age, gender, education and working period. There were no significant differences employee's performance

based on age, education, working period and based on gender there are significant differences. There were positive and significant correlation employee's perception on incentive financial system with employee's performance.