

ABSTRAK

ANALISIS HUBUNGAN PERSEPSI KARYAWAN TERHADAP SISTEM PENGUPAHAN DENGAN KINERJA KARYAWAN

Studi kasus pada PT. Kertas Blabak

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Tujuan dari penelitian ini adalah untuk mengetahui apakah ada perbedaan persepsi karyawan terhadap sistem pengupahan ditinjau dari jenis kelamin, tingkat pendidikan, umur dan lama bekerja dan apakah ada hubungan antara persepsi karyawan terhadap sistem pengupahan dengan kinerja karyawan.

Penelitian studi kasus ini dilaksanakan di PT. Kertas Blabak pada bulan Juli 2004. Populasi seluruh karyawan bagian *finishing PM-3* berjumlah 35 orang.

Teknik pengumpulan data yang digunakan adalah kuesioner, observasi, dan wawancara. Kuesioner digunakan untuk memperoleh data tentang persepsi karyawan atas sistem pengupahan dan tingkat kinerja karyawan. Teknik observasi digunakan untuk mengetahui kondisi dan situasi kerja di perusahaan. Teknik wawancara digunakan untuk memperoleh informasi dan gambaran umum perusahaan.

Dalam penelitian ini digunakan uji Chi kuadrat untuk mengetahui apakah ada perbedaan persepsi karyawan terhadap sistem pengupahan ditinjau dari segi jenis kelamin, tingkat pendidikan, umur dan lama bekerja dan analisis *product moment* dilakukan mengetahui hubungan antara persepsi karyawan terhadap sistem pengupahan dengan kinerja karyawan.

Pengujian atas hipotesis pertama menunjukkan tidak ada perbedaan antara persepsi karyawan terhadap sistem pengupahan ditinjau dari segi jenis kelamin, kelompok umur, dan lama bekerja dan ada perbedaan antara persepsi karyawan terhadap sistem pengupahan ditinjau dari segi tingkat pendidikan. Pengujian atas hipotesis yang kedua menunjukkan tidak ada perbedaan kinerja karyawan bagian finishing PM-3 ditinjau dari segi jenis kelamin, kelompok umur, dan lama bekerja dan ada perbedaan kinerja karyawan bagian finishing PM-3 ditinjau dari segi tingkat pendidikan. Pengujian atas hipotesis yang ketiga menunjukkan ada hubungan yang positif antara persepsi karyawan terhadap sistem pengupahan dengan kinerja karyawan yang dibuktikan dengan koefisien korelasi (r) 0.5771.

ABSTRACT

ANALYSIS OF CORRELATION BETWEEN THE EMPLOYEES' PERCEPTION ON THE WAGE SYSTEM AND THE EMPLOYEES' PERFORMANCE

A Case Study At Pt. Kertas Blabak

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This research was conducted discover to if there was a different on employees' perception of on a company's wage system according to their sex, education level, age, and the length of time they worked for the company's, and if there was a correlation between the employees' perception toward the wage system with their performance.

This research was performed at PT. Kertas Blabak in July 2004. The population of this research was the entire 35 employees' in finishing PM-3 devise.

Questionnaire, observation and interview were used to collect all the data needed. Questionnaire was to get data on the employees' perception on the wage system and the employees' performance. Observation was used to capture was conducted the workplace environment and general situation the company, while the interview technique was to obtain the description of the company.

The researcher used *Chi-Square* test to know whether there was a difference perception of the employees toward the wage system based on from the sex, education level, age, and the length of working time; and the product moment analysis to know the correlation between the employees' perception on the wage system on the employees' performance.

Analysis of the first hypothesis showed that there was no difference between the employees' perception on the wage system based on from the sex, age group, and working period, however, there was a difference between the employees' perception on the wage system based on the education level. Analysis of the second hypothesis showed there was no difference of the employees' performance in the finishing PM-3 division according to the sex, age group, and working period, but it was different based on the education level. Analysis of the third hypothesis gave correlation coefficient (r) of 0.5771, indicated that there was positive correlation between the employees' perception toward the age system with the employees' performance.