

ABSTRAK

**PERSEPSI KARYAWAN MENGENAI PENGARUH PEMBERIAN
KOMPENSASI FINANSIAL TERHADAP KINERJA KARYAWAN
Studi Kasus pada RSUD Muntilan, Kabupaten Magelang**

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Penelitian ini bertujuan untuk mengetahui apakah ada pengaruh pemberian kompensasi finansial terhadap kinerja karyawan berdasarkan persepsi karyawan di RSUD Muntilan Kabupaten Magelang. Data diperoleh dengan menggunakan metode penelitian (1) wawancara, (2) dokumentasi, dan (3) kuesioner.

Metode analisis data yang digunakan adalah analisis regresi linier sederhana dengan. Sampel dalam penelitian ini berjumlah 32 responden yang ada di Rumah Sakit Umum Daerah Muntilan Kabupaten Magelang.

Hasil Penelitian ini menunjukkan bahwa, pemberian kompensasi finansial tidak berpengaruh terhadap kinerja karyawan di Rumah Sakit Umum Kabupaten Magelang. Sistem kompensasi yang dirancang perusahaan tidak diterapkan secara konsisten. Akibatnya karyawan tidak termotivasi untuk meningkatkan kinerjanya meskipun ada tawaran kompensasi.

ABSTRACT

**EMPLOYEE PERCEPTION ON THE IMPACT OF FINANCIAL
EMPLOYEE COMPENSATION TO THEIR PERFORMANCE
A Case Study at Muntilan General Hospital, Magelang Regency**

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This study aims to determine whether there is an impact of employee financial compensation to their performance based on employee's perception at Muntilan General Hospital, Magelang Regency. Data collecting were (1) interviews, (2) documentation, and (3) questionnaire.

Data analysis method used was simple linear regression analysis. The sample in this study were 32 respondents consisted of employees at Muntilan General Hospital, Magelang regency.

The results of this study showed that employee financial compensation did not have an impact on employee performance at Muntilan General Hospital, Magelang Regency. The compensation system designed by the company did not applied consistently. As a consequence, the employees were not motivated to raise their performance though the company offer employee compensation.

Keywords: employee financial compensation, employee performance.