

ABSTRACT

An evaluation of the payment system practiced by “Pembinaan Jasmani Dan Rohani” Foundation at Branch Office Pati, Central Java, considered from the viewpoint of fairness and reasonableness.

A case study :

The employees of “Pembinaan Jasmani Dan Rohani” Foundation, Branch Office Pati, August 2001, Pati, Central Java.

Donatus
Sanata Dharma University
Yogyakarta
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The objective of this research was to find out whether or not the salaries of the employees of “Pembinaan Jasmani Dan Rohani” Foundation, Branch Office Pati had already met the criteria of equity and reasonableness. To get a better view on what was proper and fair, the salaries of the employees of “Pembinaan Jasmani Dan Rohani” Foundation, Branch Office Pati were compared with those of “Panti Rukmi” Foundation.

The population of this research was made up of employees of “Pembinaan Jasmani Dan Rohani” Foundation, Branch Office Pati and that of “Panti Rukmi” Foundation, which consist of 30 employees. The sample was taken randomly in which each of the 12 strata was represented by one person.

To find out, whether or not the payment system had met the criteria of fairness, the salaries handed out by “Pembinaan Jasmani Dan Rohani” Foundation, Branch Office Pati were compared with the salaries assessed in accordance with the point system method for evaluation of job performance. The reasonableness of the payment system, on the other hand, was judged by comparing the salaries handed out by “Pembinaan Jasmani Dan Rohani” Foundation, Branch Office Pati with the Minimum Living Standard (KHM) and the Minimum Wage assessed for the Province in question (UMP).

From the analysis results, the researcher could conclude that the payment system of “Pembinaan Jasmani Dan Rohani” Foundation, Branch Office Pati had met the criteria of fairness, internally as well as externally; however, it did not meet all of the criteria of properness.