

**HUBUNGAN ANTARA KOMPENSASI INSENTIF MATERIAL
DENGAN SEMANGAT KERJA KARYAWAN
PT. MARITIM TIMUR JAYA TUAL**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kompensasi insentif material dan semangat kerja pada karyawan PT. Maritim Timur Jaya Tual. Hipotesis yang diajukan dalam penelitian ini adalah ada hubungan positif antara kompensasi insentif material dan semangat kerja karyawan. Pengambilan sampel dilakukan menggunakan teknik sampling jenuh dengan subjek sebanyak 75 karyawan lokal PT. Maritim Timur Jaya Tual. Metode pengumpulan data dengan penyebaran skala yang dikembangkan oleh peneliti. Reliabilitas skala kompensasi insentif material dan skala semangat kerja masing-masing diuji menggunakan teknik *Alpha Cronbach*. Skala kompensasi insentif material terdiri dari 30 item dengan nilai reliabilitas 0,974. Skala semangat kerja terdiri dari 44 item dengan nilai reliabilitas 0,980. Berdasarkan hasil uji asumsi, data kompensasi insentif material dan data semangat kerja termasuk dalam distribusi normal dan linear. Uji hipotesis data penelitian dilakukan dengan menggunakan teknik korelasi *Product Moment Pearson*. Hasil uji hipotesis menunjukkan nilai korelasi sebesar 0,684 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang kuat dan signifikan antara kompensasi insentif material dan semangat kerja.

Kata kunci : kompensasi insentif material, semangat kerja karyawan

***RELATIONSHIP BETWEEN FINANCIAL INCENTIVES AND MORALE
ON PT. MARITIM TIMUR JAYA TUAL'S EMPLOYEES***

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ABSTRACT

This research aimed to determine the relationship between financial incentives and morale on PT. Maritim Timur Jaya Tual's employees. The hypothesis proposed in this research was the positive correlation between financial incentives and employee morale. Sample was taken by saturated sampling technique with total subject were 75 PT. Maritim Timur Jaya Tual's local employees. Data gained using scale which developed by researcher. Reliability of financial incentives scale and employee morale scale were tested using Alpha Cronbach. Scale of financial incentives consists of 30 items and the reliability value was 0,974. Scale of employee morale consists of 44 items and the reliability value was 0,980. Based on the assumptions test, the data of financial incentives and employee morale were normal and linear. Hypothesis test conducted in this research were using Product Moment Pearson correlation technique. Result of hypothesis test showed that correlation of financial incentives and employee morale was 0,684 with $p = 0,000$ ($p < 0,05$). This result show that there is a strong positive and significant correlation between financial incentives and employee morale.

Keywords : financial incentives, employee morale

