

**ABSTRAK****ANALISIS PENGARUH PENGEMBANGAN KEMAMPUAN,  
SISTEM IMBALAN, DAN LINGKUNGAN KERJA  
TERHADAP PRESTASI KERJA**

Studi Kasus di PDAM Kabupaten Sleman

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Penelitian ini bertujuan untuk mengetahui:(1) pengaruh pengembangan kemampuan, sistem imbalan dan lingkungan kerja secara parsial dan (2) pengaruh pengembangan kemampuan, sistem imbalan, dan lingkungan kerja secara simultan. Penelitian ini dilaksanakan selama bulan Maret 2013 di PDAM Kabupaten Sleman dengan jumlah sampel 48 orang. Pengambilan sampel dilakukan dengan teknik *simple random sampling*. Pengumpulan data dilakukan dengan menggunakan teknik kuesioner dan wawancara. Teknik analisis data yang digunakan adalah regresi sederhana dan berganda. Hasil penelitian menunjukkan bahwa pengembangan kemampuan ( $X_1$ ), sistem imbalan ( $X_2$ ) dan lingkungan kerja ( $X_3$ ) masing-masing mempunyai pengaruh secara parsial dan simultan terhadap prestasi kerja ( $Y$ ).

**ABSTRACT****THE ANALYSIS OF INFLUENCE OF CAPACITY BUILDING PROGRAMME,  
SALARY SYSTEM, AND WORK ENVIRONMENT ON WORK  
PERFORMANCE**

A study case in PDAM of Sleman regency

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This research aims to know the influence of capacity building programme, salary system, and working environment on work performance both partially (1) and simultaneously (2). The research was conducted in March 2013 at the PDAM of Sleman regency. It took 48 people as the samples, that was chosen under simple random sampling technique. The researcher used Questionnaire and interview techniques for the data collection. The analysis data used were simple and multiple regressions. In this case, the result indicates that each of the capacity building programme ( $X_1$ ), salary system ( $X_2$ ), and working environment ( $X_3$ ) influence partially and simultaneously on working performance ( $Y$ ).