ABSTRACT

KUSUMA DEWI BRATA : Evaluation of the Executive Officers' Competency and Factors Determining the Employee's Salary of the Badan Pengelola Gedung Manggala Wanabakti (Adviser : Prof. Dr. Tumari Jatileksono, MSc, MA)

The objectives of this study are to evaluate the executive officers' competency, to examine the salary determination system, and to identify factors determining employee's salary. Research method utilized in this study is descriptive analysis with causal design. This study is conducted based on human resource data available at Badan Pengelola, by using Chi Square as well as Regression Analysis.

The results of the Chi Square analysis shows that the calculated X^2 is greater than X^2 table, indicating that higher degree of the executive officers' level has lower competency. Based on the Regression Analysis, it is found that salary of the staff employee is significantly determined by formal education level and years of working, while that of executive officers is significantly determined by its level alone. Beside, the Regression Analysis shows that the dummy variable of women and the executive officers' competency level do not significantly affect the employee's salary.

This study concludes that the higher degree of the executive officers has lower competency level. Salary of the staff employee is determined by the formal education level and years of working, and that of the executive officers is determined by its level, i.e. Section Head, Division Head, and Assistant Manager. Meanwhile, the competency level is not considered in computing salary, and there is no significant discrimination between men and women in determining employee's salary too.