

ABSTRAK

Sherly Yuliana. Pengaruh Sistem Kompensasi dan Pelatihan terhadap Kinerja Pegawai di Dinas Pariwisata Provinsi DKI Jakarta (dibimbing oleh Ir. Yahya Rahmana Hidayat, Ph. D)

Penelitian ini bertujuan untuk mengetahui dan menganalisa pengaruh sistem kompensasi dan pelatihan terhadap kinerja pegawai di Dinas Pariwisata Provinsi DKI Jakarta.

Berdasarkan hasil analisis menggunakan Software Statistical Product and Service Solutions (SPSS) yang diperoleh melalui pendekatan uji statistik dinyatakan bahwa nilai r (korelasi) dari variabel independen sistem kompensasi dan pelatihan mempunyai korelasi yang sangat kuat terhadap kinerja pegawai. Sedangkan hasil uji R square (Koefisien Determinasi) menunjukkan bahwa 94,8% variasi dari variabel kinerja pegawai di Dinas Pariwisata Provinsi DKI Jakarta dapat dijelaskan oleh variasi dari variabel independen sistem kompensasi dan pelatihan. Sedangkan 5,2% hanya dapat dijelaskan oleh faktor lain seperti faktor gaya kepemimpinan, penyediaan sarana dan prasarana kerja, perwujudan komunikasi antar anggota organisasi dan lain sebagainya.

Dari hasil uji t menunjukkan secara individu koefisien regresi sistem kompensasi dan pelatihan berpengaruh secara positif dan signifikan terhadap kinerja pegawai. Begitu pula dari hasil uji ANOVA, diperoleh bahwa secara bersama-sama koefisien regresi sistem kompensasi dan pelatihan juga mempunyai pengaruh secara positif dan signifikan terhadap kinerja pegawai. Sedangkan variabel yang paling dominan mempengaruhi kinerja pegawai adalah sistem kompensasi.

Dari hasil uji regresi linier berganda diperoleh persamaan $Y = 0,240 + 0,809X_1 + 0,253X_2$, dimana $X_1 =$ Sistem Kompensasi dan $X_2 =$ Pelatihan. Artinya konstanta sebesar 0,240 menyatakan bahwa faktor-faktor selain variabel X_1 dan X_2 yang mempengaruhi kinerja pegawai sebesar 0,240. Koefisien regresi X_1 sebesar 0,809 menyatakan bahwa apabila variabel X_1 bertambah satu satuan akan menambah pengaruh kinerja pegawai sebesar 0,809 dengan anggapan variabel pelatihan adalah konstan. Begitu pula dengan koefisien regresi X_2 sebesar 0,253 adalah bahwa apabila variabel X_2 bertambah satu satuan akan menambah kinerja pegawai sebesar koefisien signifikansinya.

Hasil penelitian ini dapat menjadi acuan bagi berbagai pihak untuk meningkatkan kinerja pegawai. Untuk itu, perlu adanya perhatian terhadap sistem kompensasi yang berlaku dalam organisasi. Disamping itu, perlu juga dilakukan pengembangan pegawai secara terus menerus melalui kegiatan pelatihan terhadap para pegawai.

ABSTRACT

Sherly Yuliana. *Pengaruh Sistem Kompensasi dan Pelatihan terhadap Kinerja Pegawai di Dinas Pariwisata Provinsi DKI Jakarta* (Influence of the Compensation System and Training towards the Officials' Performances at the Tourist Section of the DKI Jakarta Province Office). The panel was moderated by Ir. Yahya Rahmana Hidayat, Ph.D.

This research is directed to observe and analyze the influence of the compensation system and training towards the performances of the officials at the Tourist Section of the DKI Jakarta Province office.

Based on the analysis results, using Software Statistical Product and Service Solution (SPSS) obtained through the statistical test approach, it was stated that rate *r* (correlation) from the independent variable of the compensation system and training possesses a strong correlation towards the officials' performance. While the R square (coefficient determination) test results showed that 94.8% variation from the officials' performance variable at the Tourist Department of the DKI Jakarta Province office could be explained by the variation of the independent compensation system variable and training. Only 5.2% could be explained by other factors such as the leadership style factor, provision of working structure and infrastructure, realization of communication between the organization members, and so forth.

From the test results, *t* showed individually the regression coefficient of the compensation system and training influencing positively and significantly towards the officials' performances. Also, from the ANOVA test results, it was obtained that mutually, the regression coefficient of the compensation system and training also influence positively and significantly towards the officials' performances. The most dominant variable influencing the officials' performances is the compensation system.

From the test results of the multiple linear regression, it was obtained the equation $Y = 0.240 - 0.809 X_1 + 0.253X_2$, where X_1 = Compensation System and X_2 = Training. This means the constant of 0.240 are the factors besides variables X_1 and X_2 influencing the officials' performance of 0.240. The regression coefficient X_1 of 0.809 states if the X_1 variable adds one unit, will add the influence of the officials' performances of 0.809 with the consideration the training variable is constant. This goes as well to the regression coefficient X_2 of 0.253 if variable X_2 adds one unit will add the officials' performances, the same as the significant coefficient.

This research could become a reference for all parties to enhance the officials' performances. Thus, there is a need of attention towards the compensation system valid within the organization. Conversely, there is a need to continuously conduct the officials' development through the training activities of the officials.