

ABSTRAK

Tujuan penelitian ini (1) mengetahui dan menganalisis pengaruh antara Kepemimpinan dan Kompensasi terhadap kinerja pegawai di Kantor Wilayah DJP Banten secara parsial, (2) mengetahui dan menganalisis pengaruh Kepemimpinan dan Kompensasi terhadap kinerja pegawai di Kantor Wilayah DJP Banten secara bersama-sama, (3) mengetahui Faktor manakah yang paling dominan memberikan pengaruh terhadap kinerja pegawai di Kantor Wilayah Direktorat Jenderal Pajak Banten.

Penelitian ini menggunakan metode analisis deskriptif dan analitik dengan regresi linear berganda. Data sekunder diperoleh dari studi kepustakaan dan data primer melalui kuesioner. Jumlah sampel ditetapkan dengan menggunakan rumus Slovin, dimana digunakan minimal adalah sebanyak 83 responden. Teknik Pengambilan sampel adalah Non-Probabilitas/Non-Acak dengan teknik Cara Dipermudah.

Berdasarkan hasil penelitian, dapat disimpulkan (1) tidak adanya pengaruh yang signifikan/nyata antara variabel Kepemimpinan (X_1) terhadap Kinerja Pegawai secara parsial, (2) adanya pengaruh yang signifikan/nyata antara variabel Kompensasi (X_2) terhadap Kinerja Pegawai (Y) secara parsial, (3) adanya pengaruh yang signifikan/nyata antara variabel Kepemimpinan dan Kompensasi secara bersama-sama dan (4) Kompensasi mempunyai pengaruh yang paling dominan terhadap Kinerja pegawai dibandingkan Kepemimpinan.

ABSTRACT

RIZAL FERDIAN 2004-01-083. The Influence of Leadership and Compensation to Employee Performance at Tax Directorate General Region Office Banten.

The Purpose of this research (1) to knows and analyses influence between leadership and compensation to employee performance at Tax Directorate General Region Office Banten partially, (2) to knows and analyses influence leadership and compensation to employee performance at Tax Directorate General Region Office Banten jointly, (3) to knows which factor of most dominant gives influence to employee performance at Tax Directorate General Region Office Banten.

This research usage analyze descriptive and analytical method with doubled linear regression. Secondary data obtained from library study and primary data through questionnaire. Number of samples is specified by using formula Slovin where applied 83 responders. Technique sampling is Non-Probabilities /Non-Random technically Convinience Sampling.

Based on result of research, inferential (1) not existence of influence which significant between variables leadership (X1) to employee performance (Y) partially, (2) existence of influence which significant between variables compensation (X2) to employee performance (Y) partially, (3) existence of influence which significant between variables leadership (X1) and compensation (X2) to employee performance (Y) with together and (4) Compensation has influence that is most dominant to employee performance compared to leadership.