

## Analisis kinerja petugas pengamanan pada Lembaga Pemasyarakatan Kelas IIA Yogyakarta

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### Abstrak

The objective of this research is done to know the work procedure of the security guard in the correctional facility of class IIA Yogyakarta. According to Gibson that attitude or behavior (B) of one employee is the function of individual (I), organization (O) and psychology (P).

$B=f(I,O,P)$

For further, Gibson shows that the work procedure or work achievement and individual behavior is influenced by the three variables that are individual variable, organizational variable and psychology variable. The individual variable consists of the ability and the skill; the families backgrounds either the social level or demography. The ability and the skills are one of the things that hold a role in deciding the one's of work procedure. The psychological procedure consists of perception, attitude, personality and motivation. The organization variable consists of the resources, leadership, repayment, structure and the work design.

Focusing from Gibson's opinions, the writer formulates that the most influence factor of the employee work procedure are the ability and the skill that in this case connected with the educational level, compensation, payment and work motivation which is possessed by those employee.

The population in this research is the security guard in the correctional facility of class IIA Yogyakarta. The security guards that is become responden in this research consists of the KPLP Staff (Kesatuan Pengamanan Lembaga Pemasyarakatan), the security guard group I up to 5 of the block of woman of the KPLP Staff. The sample is stated by using the proportional stratified random sampling method, and from the 80 questionnaires which are distributed and they are 65 questionnaires that are collected again. The questionnaire that is used in this research is kind of closed question and answered list with the suitable answer valuable. The scale that is being used in this research is Likert Scale which is known as summated ratings method.

The data processing and analysis is by using SPSS (Statistical Product and Service Solutions) version 11. The cross tabulation analysis is done to know how far the relations between the independent variable and the dependent variable that is the relation between the educational level which is in this case consists of the formal education level and the training that ever take financial compensation variable that are consists of the salary and extra allowance that they get, motivation variable with the work procedure variable of the security guard in the correctional facility.

After doing the calculation with SPSS (Statistical Product and Service Solutions) version 11 by using

Spearman correlation measurement method could get that the value of the relation between formal education and work procedure of security guard is 0,426 with the significant degree in the level of 0,00. So it can be concluded that there is real relation between the formal education and the work procedure of the security guard but there is only weak relation. While for the relation between the training of the work procedure of security guard with the level of relation is 0,605 with the significant degree 0, 00. So, it can be concluded that real relation between training/provisioning with the work procedure of the security guard and there is strong relation on it.

While for the relation between financial compensation perception with the work procedure of the security guard and the result is founded in 0,662 with the significant degree in the level of 0,00. So it can be concluded that there is a relation between financial compensation perceptions with the work procedure of the security guard and there is strong relation/connection. The relation between the amount of salary and the work procedure of the security guard is get the relation 0,693 with the significant degree in the level of 0,00. So, it can be concluded that there is a relation between the amounts of the salary with the work procedure of the security guard and there is strong relation. While the relation between the perception of motivation and work procedure of the security guard is in the amount of 0,722 with the significant degree is 0.00. So, it can be concluded that there is a relation between the motivation perception and the work procedure of the security guard and the relation is strong.