

## Pengaruh pelatihan dan kompensasi terhadap kinerja pegawai pada kantor wilayah Departemen Hukum dan hak asasi manusia Provinsi Jawa Barat = Influence of training and compensation to employees' performance at Department Law and Human Rights, West Java Province

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### Abstrak

The success of an organization is very depended on its human resources performance (Sherman and George, 1992: 294). An organization capable of competing in the future is an organization which able to improve the quality of its human resource to be responsive to changes. In order to improve its existence in the future, an organization is demanded to develop its human resources in order to produce better performance.

The implementation of a new regional office structure at Department of Law and Human Rights West Java Province as regulated in the regulation of Minister of Law and Human Rights RI, No. M-01-PR.07.10, 2005 on Organization Structure and Work Regulation of Regional Office Department of Law and Human Rights, had forced the organization to maximize its performance, both organizational or individually. The organization has tried to maximize its individual employees' performances, for example in giving employees training, both at the central and regional offices. Beside that, in order to maximize the individual performance, the organization is also give compensation to employees as a reward for their work. This compensation took form in salary, incentives, allowance, and other form of compensation.

Gomes (2002; 170) stated that performance is influenced by training, and Gibson, Ivansevich and Donelly, Jr in Ilyas (2001; 67) mentioned that performance is influenced by organizational variables such as compensation. Training is a process of knowledge, skill and attitude improvement done systematically through orientation program with the aim to improve employees' performances related to their works in order to fulfill the organizational aims and effectiveness. Compensation is everything received by employees as a reward for their work, given systematically by the organization in order to motivate employees to improve their performance related to work in which to fulfill the aims and effectiveness of organization. Research design is a plan and research structure systematically structured in order to Search of conclusion for research questions, Sample was selected through stratified random sampling technique and questioners posed to all 32 respondents at regional office Department of Law and Human Rights, West Java Province. Data collected through questioners are analyzed using SPSS 11.0 for Windows and Product Moment Pearson correlation formula.

Data collected through the use of questioners and literature study Questioners are to gain the opinion of employees at regional office Department of Law and Human Rights, West Java Province. The questioners scoring used Likert Scale. Primary data sampling used stratified random sampling from the population of 108 employees, 32 respondents were selected. Maximum respond of respondents is determined by the returning questioners which reach 100%. Before the analysis was done, instruments of data collection are tested for their validity and reliability, using SPSS 11.0 for Windows and Product Moment Pearson correlation formula.

Statistic analysis show there is a significant and positive relation although the level is rather low with 0.538

correlation score between training and performance. There is a significant relation between compensation and performance with correlation score of 0.622. Acting together, the independent variables have positive relation to performance about 46.4%.

In order to improve the performance of employees at regional office Department of Law and Human Rights, West Java Province, employees training is needed to improve knowledge, skill and change of attitude most desired by organization, as well as motivating employees to continuously improve their work output, in quality and quantity, to fulfill the organizational aim for instance through good compensation.