Analisis hubungan motivasi pegawai dengan kinerja pegawai akademi Ilmu Pemasyarakat Pusat Pendidikan dan Pelatihan Pegawai Departemen Hukum dan Hak Asasi Manusia RI = Analysis of the relationship between motivation of the employee in the academy of social rehabilitation to the performance of the academy in the center of officer's education and training, department of law and human rights republic of Indonesia

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Abstrak

<i>Base of observation in the Academy of Social Rehabilitation, I found the phenomena such as unequal job's distribution, diversity of level of education, different financial compensation, and different work satisfaction. All of them have influenced the performance of the academy. Related to that situation, writer is concern to explore the relation between motivation and performance. As stated by Gibson that employee?s behaviour (B) is a function of individual (I), organization (O), and psychology (P).

Gibson pointed out that performance and individual's behavior are influenced by three variables which are individual, organization, and psychology variable. Individual variable consists of capacity and skill, family background, social class and demographic factor. Capacity and skill are important factors to detemiine someone's performance. Organizational variable consists of resource, leadership, compensation, job's design and structure. Psychology variable consists of perception, attitude, personality, leam and motivation. Motivation is strongly influence to determine someone's performance.

Guided by Gibson's argument, that motivation is strongly influential to determine someones perfomiance, writer formulate a postulate that factors which are influence motivation of work of an employee are distribution of work, level of education, financial compensation, and working satisfaction.

The population of the research is the employee in the Academy of Social Rehabilitation in the Center for Officer's Education and Training, Department of Law and Human Rights Republic of Indonesia. The research uses census method that all of the 33 employees in the academy turn into respondent. From the 33 distributed questions, all of them are fully collected. List of questions which are provided consist of close question asserted by definite answers and open question where respondent free to answer their opinion. The questionnaire also uses scale of Likert.

Process and analysis of collected data use SPSS (Statistical Product and Service Solution) version 11. Cross-tabulation analysis is done to identify the degree of relation between independent variable and dependent variable, which is relation between motivation (consists of indicators of job's distribution, level of education, financial compensation, and working satisfaction) and the performance of the Academy.

Hence, after analysis using SPSS version 11 is done with Spearman correlation method, it can be identified

that the relation between job's distribution and performance of the academy is 0.421 in the signincance of 0.01. The relation between levels of formal education with the performance is 0.467 in the significance of 0.01. The relation of financial compensation and the performance is 0.440 in the significance of 0.01. The relation between working satisfaction and the performance is 0.456 in the significance of 0.00.</i>