

Pengaruh tunjangan kinerja terhadap kinerja pegawai negeri sipil di biro hukum dan informasi publik kementerian pertanian tahun 2012 - 2013 =
The influence of performance benefit against civil servants performances at law firms and public information of agriculture ministry on 2012 - 2013 / Rosa De Lima Prabhawanti Soedarmo

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Abstrak

[Penelitian ini akan membahas pengaruh pemberian tunjangan kinerja terhadap kinerja PNS di Biro Hukum dan Informasi Publik Kementerian Pertanian. Dalam penelitian ini menggunakan pendekatan kuantitatif yang berdasarkan teori. Teori yang digunakan merupakan teori kinerja dari Wibowo, yang terdiri dari 6 (enam) indikator, yaitu produktivitas, kualitas, ketepatan waktu, cycle time, pemanfaatan sumber daya, dan biaya, sedangkan teori kompensasi (tunjangan kinerja) menggunakan teori dari Edy Sutrisno, dimana melihat tunjangan berdasarkan atas asas keadilan dan kelayakan. Teknik pengumpulan data dengan menggunakan penelitian survey ke dalam suatu populasi dan menggunakan kuesioner sebagai pengumpulan data pokok. Pada penelitian ini terdapat 68 responden dan menggunakan total sampling. Setelah pengumpulan data maka selanjutnya menggunakan alat bantu analisis dengan menggunakan penghitungan SPSS (Statistical Product and Service Solution) 20.0 dan hasil analisis akan didistribusikan ke dalam sebuah grafik dan tabel. Hasil dari penelitian ini adalah tunjangan kinerja memiliki pengaruh terhadap kinerja PNS dengan pengaruh sebesar 0,548, yang berarti memiliki kekuatan sedang.

;This research will discuss the influence of performance benefit against civil servants performances at law firms and public information of Agriculture Ministry on 2012-2013. In this study using quantitative approach based on theory. The performance theory used is from Wibowo consisting of six indicators, that is productivity, quality, punctuality, cycle time, resource utilization, and expense. The performance benefit theory used is from Edy Sutrisno consisting of two indicators, that is fairness and expedience. In this study, there were 68 total respondents and use total sampling. After collecting the data it will use the tools of analysis using SPSS calculation (Statistical Product and Service Solutions) 20.0 and analytical results will be distributed into a table. The result is performance benefit affect civil servants performances at law firms and public information of Agriculture Ministry on 2012-2013.

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