

# Faktor-faktor yang mempengaruhi kinerja sdm pada Kantor Wilayah Direktorat Jenderal Pajak Jawa Bagian Barat I

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## Abstrak

To prepare reliable human resource in face of change of social condition, Indonesia economics and politics have expanded very quickly, hence Regional Office Directorate General lease Java Part of West of 1 as one of the organizational unit of public have to precisely in taking policy related to development of human resource, for example in the case of training and education, compensation, and improvement of motivation.

Education and training of human resource represent strategic activity to develop human resource so that can think, behaving, and acting by professional in order to giving service to society. Education and training of human resource burden the make-up of ability and also attitude repairing to people who put hand to a[n organization. Of organizational side is make-up of ability and repair of attitude which is through Education and training of human resource have to be addressed to increase performance so that organization can enjoy its benefit.

Compensation interpreted as all appreciation form or reward given by company for replacement of officer performance which consist of compensation form of financial direct, like fundamental salary, incentive, bonus, and compensation form non indirect financial, like insurance guarantee and other subsidies. And compensation form non financial like interesting work of enthusiasm, work challenge, responsibility, adequate confession of reached achievement, and also the existence of opportunity of promotion to officer which have potency or other beneficial opportunity.

Motivation represent one of the important factor in executing a[n work. Difference of motivation make each and everyone behavior of me, showing off, and reacting to differ at one particular work. Beside that, high lower him motivate someone also have an in with its labour capacity. The increasing of motivation will improve labour capacity, conversely lower motivation him will degrade labour capacity.

Performance is level or achievement ability of reached job by officer in executing its duty relate at conditions which have been determined to cover : (1) stipulating of job standard, (2) assessment of performance of actual employees in relation with standard, ( 3) bait to return to employees with a purpose to motivate pertinent to eliminate decline of performance.

This research aim to to know how far relation between training and education, compensation, and motivation with make-up of human resource performance. Population of this research is all officer of Regional Office Directorate General lease Java Part of West of I, while amount of sampel counted 42 officer. To obtain accurate data, source of its data is in the form of obtained primary data through research of field by giving quesioner. Beside that data obtained from source of data of secunder, covering literature,

report and or result of relevant research. For the assessment of performance used by interest standard specified by Head Department Officer of State To know how far relation between training and education, compensation, and also motivate to performance, data analysis the used correlation analysis.

From result of research indicate that there are relation which strong enough between training and education, compensation, and motivation with make-up of human resource performance. Pursuant to result of research, following some policy suggestion which possible can be taken to relate to development of human resource at Regional Office Directorate General lease Java Part of West of I, hence executor of training and education have to be planned better, adapted for by requirement of goodness requirement of organization and also requirement of officer of itself, giving of compensation require to get serious attention, and also motivate officer have to always improved officer to have the spirit and loyalitas in running its duty.