Analisis hubungan antara kompensasi, pelatihan dan suasana organisasi dengan produktivitas pegawai: kajian khusus di Balai Pemasyarakatan Kelas I Jakarta Selatan

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Abstrak

Formulation of the problem in this research to identify the relationship (correlation) and to test independent variable, namely compensation, training and organization atmosphere toward the dependent variable, namely productivity. The research method used is work analysis and activity (job activity analysis) which is intended to examine the activities and work of human being. For the sampling, I performed the calculation only in the population unit.

The information is takes from "representative" of the population or from sample. In other words, by using the sample survey technique or enumeration sample, namely by performing a procedure in which only some of the population are taken and used to find out the intended nature and characteristics of the population. In order to take the sample, the sample probability technique is used, namely a sample is taken in such a way in which an individual element of the population is not based on personal consideration, but depends on application of probabilities.

This research is done by distributing questioner to 40 respondents out of 60 employees of BAPAS (non institutional treatment) of the Department of Justice and Human Rights, South Jakarta. The reliability test is done to identify the extent to which the items of the questioner have a consistency. After the reliability test there was a decrease of items, which finally produced the highest Cronbach Alpha. This testing is done with the statistical instrument of SPSS 11,5 for windows. A good Cronbach Alpha approximates 1 (one). According to Sekaran (1992), "... the reliability with Cronbach Alpha less than 0.6 is not good, while the Cronbach Alpha less than 0.7 can be accepted and Cronbach Alpha higher than 0.8 is good.

The validity testing is done by using reliability test by considering the column of Corrected Item Total Correlation or Rbt and then is calculated with t test statistic (with the formula). The results of the calculation are then compared to the t table to determine the validity of the statement item which supports the variable.

The results of this research indicate that:
1. There is a high linear correlation, with significance level $0.000 < 0.05$ and correlation coefficient 0.785 between Compensation and Productivity.
2. There is a high linear correlation, with significance level $0.000 < 0.05$ and correlation Coefficient 0.644 between Training and Productivity.
3. There is a medium linear correlation, with significance level $0.000 < 0.05$ and Correlation Coefficient 0.588 between Organization Atmosphere with the Productivity.

The results of the research indicate that the correlation between independent variable and dependent variable

has high correlation Coefficient, which means that the increase of productivity of the employees in performing their tasks is determined by the compensation, training and organization atmosphere factors. Therefore, to anticipate the changing situation and the reformation pressure, such as the current situation, the decision makers must immediately decide a policy based on an aspiration.