

ABSTRAK

Pengaruh Bonus Terhadap Peningkatan Kinerja Karyawan (Studi Kasus di BPRS Madinah Jalan Lamongrejo No.77 Jetis, Kecamatan Lamongan, Kabupaten Lamongan, Jawa Timur 62214)

Persaingan industri perbankan di Indonesia semakin kompetitif. Kehadiran perbankan berfungsi melayani masyarakat di pedesaan atau pinggiran, yang biasa dikenal dengan *rural banking*. Di Indonesia, *rural banking* diakomodasi dalam bentuk lembaga Bank Perkreditan Rakyat (BPR) dan Bank Pembiayaan Rakyat Syariah (BPRS). Melihat peta persaingan yang kompetitif dan meluas BPRS dituntut terus mengembangkan pelayanan yang diberikan. Salah satu pelayanannya adalah kinerja karyawan. Jika seorang karyawan terus mengembangkan kapabilitasnya, maka lembaga yang dikelolanya akan ikut berkembang. Namun hal sebaliknya juga bisa terjadi. BPRS khususnya memberikan apresiasi berupa bonus bagi karyawan untuk terus meningkatkan kinerjanya. Adapun tujuan dari penelitian ini ialah untuk melihat pengaruh Bonus terhadap peningkatan kinerja karyawan BPRS Madinah Lamongan.

Metode yang digunakan dalam penelitian ini yaitu metode penelitian kuantitatif dengan variabel X (Bonus) dan variabel Y (Kinerja Karyawan). Populasi berupa keseluruhan Bank Pembiayaan Rakyat Syariah beserta seluruh karyawannya. Namun peneliti hanya mengambil sampel kantor BPRS Madinah Lamongan. Dengan menggunakan uji validitas, reliabilitas, normalitas, dan korelasi, maka penelitian dilanjutkan pada analisis regresi linear sederhana dan uji parsial. Data yang didapat merupakan data primer dan sekunder. Data dikumpulkan melalui Kuesioner, wawancara, dan dokumentasi.

Hasil uji normalitas bernilai Kolmogorov-Smirnov Z sebesar 0,760 dan asymp sig 0,610 $\geq$ 0,05 berarti variabel Bonus terdistribusi normal, Sedangkan untuk variabel Kinerja Karyawan Kolmogorov-Smirnov Z sebesar 0,642 dan asymp sig 0,805 $\geq$ 0,05 berarti variabel Kinerja Karyawan terdistribusi normal. Kemudian uji korelasi senilai 0,192 dengan nilai sig. (2-tailed) 0,494 $>$ 0,05 yang berarti tidak ada hubungan korelasi positif antara Bonus dan Kinerja Karyawan. Lalu analisis regresi linear sederhana diperoleh F hitung sebesar 0,496 dengan sig 0,494 $>$ 0,05, maka H_0 ($p = 0$) diterima artinya Bonus tidak memiliki Volume yang signifikan terhadap Kinerja Karyawan.

Kata kunci : Perbankan, Bonus, Kinerja Karyawan

ABSTRACT

The Influence of Bonus to a Significant Increase in of Employee Performance (A Case Study in BPRS of Al Madinah there are The Way of Lamongrejo No.77 Jetis , Kecamatan Lamongan, of Kabupaten Lamongan, East Java 62214)

Competition banking industry in Indonesia more competitive. The presence of banking serves serving people in rural or fringe, commonly known as rural banking. In Indonesia, rural banking were accommodated in the form of public credit bank institution (bpr) and Syariah People's Finance Bank (BPRS). Look at the map of competition as a competitive and extends BPRS prosecuted continue to develop the service provided. One of their services is of employee performance. If an employee continue to develop its capabilities, so will they manage the institutions will develop. But the opposite is still possible to happen. BPRS especially also extended his appreciation in the form of a bonus and training of sharing rewards for an employee to continue to improve its performance. The purpose of the study is to identify the effects on the increase in Rewards Sharing to a Significant Increase in of Employee Performance in BPRS of Al Madinah Lamongan.

Methods used in research this is the quantitative research methods with a variable X (Bonus) and variable Y (Employee Performance). The population in the form of syariah people funding banks with all its employees. But the researcher would only take a sample of the office of bprs medina Lamongan. By the use of the practical, reliability, normality, and correlations, so the research continue in the analysis linear regression simple and partial test. The data obtained is primary and secondary data. Data was gathered through the questionnaire, interview, and documentation.

The results of normality test Kolmogorov-Smirnov Z value of 0.760 and asymp sig 0.610 $\geq$ 0.05 means Bonus variable is normally distributed, While for Employee Performance Variables Kolmogorov-Smirnov Z of 0.642 and asymp sig 0.805 $\geq$ 0.05 means variable Performance Employees are normally distributed. Then test the correlation of 0.192 with the value of sig. (2-tailed) 0.494 $>$ 0.05 which means there is no positive correlation relationship between Bonus and Employee Performance. Then a simple linear regression analysis obtained F calculate of 0.496 with sig 0.494 $>$ 0.05, then H_0 ($p = 0$) is accepted means that Bonus does not have a significant Volume to Employee Performance.

Keywords: Banking, Bonus, Employee Performance