

ABSTRACT

CINDY NUR RETNANI, Effect of Achievement Assessment Work Campaign Against Employee Position PT. Copyright Prosperous Gresik. Under the guidance Dr.RM Moch. Wispandono, SE, and Helmi Buyung M.Si Aulia, S.ST, SE, M.MT In the face of the globalization of human resources (HR) plays a very dominant in the activity or activities of the company. Company's success or failure in achieving the goals set by previous very dependent on the ability of its human resources (employees) in carrying out the tasks given employer. Employees who earn promotion will increase the job, because employees feel valued, cared for, needed, and recognized his abilities by their superiors that the company will generate good jobs and will enhance loyalty (loyalty) to the company. Granting promotion to employees will be able to improve the performance of employees who will eventually be able to improve performance and to promote the company. Employees who ends his tenure (retired) made the opportunity for employees at PT Gresik Copyright Prosperous (GCS) to fill the vacancy. Changes in organizational structure that existed at PT Gresik Copyright Prosperous also be an opportunity for employees to occupy the new positions.

The purpose of this study was to: (1) know how much influence the work performance assessment of promotion of employees of PT. Gresik Copyright Prosperous (2) To determine which of the variables work performance assessment consisting of: the quantity of work, work quality, job knowledge, creativity, cooperation, dependability, initiative, and the quality of employees that was dominant in obtaining promotion of employees of PT. Copyright Prosperous Gresik. This study uses an observational analytic approach, namely to observe directly the respondents with questionnaires for analysis and dissemination of this research is a study that used a population of 54 respondents, employees who serve the respondent and analyzed with a bunch of SPSS Version 16:00

Conclusions of this study were (1) Testing the first hypothesis suggests that the variables affect work performance assessment on the simultaneous promotion of employees as evidenced by the coefficient of multiple determination and Fhitung $R^2 = 0.518 = 11.604 > F_{table} 2.15$ and a significance level $\alpha = 0.05$ which means the overall effect of independent variables simultaneously on the dependent variable, namely the promotion of PT. Copyright Prosperous Gresik. (2) Testing the second hypothesis suggests that the variable is a variable quantity of labor is the dominant effect, as evidenced by tcount for $5678 > T_{table} = 1.6741$ and with a significance level of $0.00 < 0.05$, because the significance value less than 0.05 then work environment variables are variables that affect the dominant

Keywords: Performance Assessment Work, Promotions Position,

DAFTAR ISI

Halaman Judul.....	i
Halaman Pengesahan Skripsi	ii
Halaman Pengesahan ujian Skripsi	iii
Halaman Pernyataan bebas Plagiat	iv
Kata Pengantar	v
Daftar Isi.....	x
Daftar Tabel	xv
Daftar Gambar.....	xvi

BAB I PENDAHULUAN

1.1.Latar Belakang Masalah.....	1
1.2.Rumusan Masalah	5
1.3.Tujuan Penelitian	5
1.4.Manfaat Penelitian	6
1.4.1. Bagi Masyarakat Umum	6
1.4.2. Bagi Peneliti	6
1.4.3. Bagi Perusahaan	6
1.4.4. Bagi Karyawan.....	7
1.4.5. Bagi Peneliti Selanjutnya	7
1.4.6. Bagi Universitas Trunojoyo Madura.....	7

BAB II TINJAUAN PUSTAKA

2.1.Landasan Teori.....	8
2.1.1. Pengertian Prestasi Kerja	8
2.1.2. Pengertian Penilaian Prestasi Kerja	9
2.1.3. Tujuan dan Manfaat Penilaian Prestasi Kerja	11
2.1.4. Penilaian Prestasi Karyawan	14
2.1.5. Unsur-Unsur Penilaian Prestasi Kerja.....	15
2.1.6. Metode Penilaian Prestasi Kerja	17
2.1.7. Masalah-Masalah dalam Penilaian Prestasi Kerja	19
2.1.8. Penilaian Prestasi Kerja.....	22
2.1.9. Pengertian Promosi	23
2.1.10. Tujuan Promosi	24
2.1.11. Asas-Asas Promosi Karyawan	27
2.1.12. Dasar-Dasar Promosi	28
2.1.13. Syarat Promosi Jabatan	30
2.1.14. Jenis-Jenis Promosi	31
2.2.Penelitian Terdahulu	33
2.3.Model analisis dan Hipotesis	35
2.3.1. Kerangka Konseptual	35
2.3.2. Hipotesis.....	36

BAB III METODE PENELITIAN

3.1.Pendekatan Penelitian	38
3.2.Populasi	38
3.3.Identifikasi Variabel.....	39
3.4.Definisi Operasional Variabel.....	39
3.5.Pengukuran Variabel	44
3.6.Sumber dan Jenis Data	44
3.7.Teknik Pengumpulan Data	45
3.8.Uji Kualitas Data.....	46

3.8.1. Uji Validitas	46
3.8.2. Uji Reliabilitas	46
3.9. Uji Asumsi Klasik	47
3.9.1. Uji Normalitas.....	47
3.9.2. Uji Multikolinieritas.....	48
3.9.3. Uji Heteroskedastisitas.....	48
3.10. Teknik Analisis	49
3.10.1. Analisis Regresi Linier Berganda	49
3.10.2. Menentukan koefisien Determinasi Berganda (R^2).....	50
3.11. Pengujian Instrumen Data	51
3.11.1. Uji F	51
3.11.2. Uji t	51

BAB IV PEMBAHASAN

4.1. Gambaran Umum Perusahaan.....	53
4.1.1. Sejarah Singkat Perusahaan	53
4.1.2. Visi, Misi, Nilai-Nilai dan Tujuan Perusahaan	54
4.1.3. Kegiatan Usaha Perusahaan	56
4.1.4. Jam Kerja Karyawan	57
4.1.5. Manajemen kuantitas Kerja.....	58
4.1.6. Struktur Organisasi	59
4.2. Hasil Penelitian	67
4.2.1. Deskripsi Responden.....	67
4.2.2. Deskripsi Variabel	69
4.2.2.1. Variabel Kuantitas Kerja (X1)	69
4.2.2.2. Variabel Kualitas Kerja (X2)	70
4.2.2.3. Variabel Pengetahuan Pekerjaan (X3)	71
4.2.2.4. Variabel Kreativitas (X4)	72
4.2.2.5. Variabel Kerjasama (X5)	73
4.2.2.6. Variabel Keteguhan (X6)	74
4.2.2.7. Variabel Inisiatif (X7)	75

4.2.2.8.Variabel Kualitas Karyawan	76
4.2.2.9.Variabel Promosi Jabatan.....	77
4.3.Uji Validitas dan Reliabilitas	78
4.3.1. Uji Validitas	79
4.3.2. Uji Reliabilitas	80
4.4.Uji Asumsi Klasik.....	81
4.4.1. Uji Normalitas.....	81
4.4.2. Uji Multikolinieritas.....	82
4.4.3. Uji Heteroskedastisitas.....	83
4.5.Analisis Koefisien Determinasi Berganda	84
4.6.Analisis Regresi Linier Berganda	84
4.7.Uji F	89
4.7.1. Uji t	90
4.8.Pembahasan.....	93

BAB V KESIMPULAN DAN SARAN

5.1. Kesimpulan	106
5.2.Saran.....	107

DAFTAR PUSTAKA

DAFTAR TABEL

2.1. Penelitian Terdahulu	33
4.1. Tingkat Usia Responden	67
4.2. Jenis Kelamin Responden	68
4.3. Tingkat pendidikan Responden	68
4.4. Distribusi Tanggapan Responden Terhadap Variable X_1 (Kuantitas Kerja)	69
4.5. Distribusi Tanggapan Responden Terhadap Variable X_2 (Kualitas Kerja)	70
4.6. Distribusi Tanggapan Responden Terhadap Variable X_3 (Pgthuan Pekerjaan)	71
4.7. Distribusi Tanggapan Responden Terhadap Variable X_4 (Kreativitas)	72
4.8. Distribusi Tanggapan Responden Terhadap Variable X_5 (Kerjasama)	73
4.9. Distribusi Tanggapan Responden Terhadap Variable X_6 (Keteguhan)	74
4.10. Distribusi Tanggapan Responden Terhadap Variable X_7 (Inisiatif)	75
4.11. Distribusi Tanggapan Responden Terhadap Variable X_8 (Kualitas Karyawan)	76
4.12. Distribusi Tanggapan Responden Terhadap Variable Y_1 (Promosi Jabatan)	77
4.13. Uji Validitas	79
4.14. Uji Reliabilitas	80
4.15. Perhitungan Multikolinieritas	82
4.16. Hasil Perhitungan Koefisien Determinasi Berganda	84
4.17. Hasil Perhitungan Regresi Linier Berganda	85
4.18. Hasil Uji F	89
4.19. Perhitungan Uji t	91

DAFTAR GAMBAR

2.1. Gambar Kerangka Konseptual	36
4.1. Grafik Normalitas.....	81
4.2. Grafik Scatterplot	83