

ABSTRAK

CHAIRUL HIDAYAT, Pengaruh Kompensasi, Motivasi dan Pelatihan Terhadap Kinerja Pegawai Badan Pelayanan Perizinan Terpadu Kabupaten Sumenep. Di bawah bimbingan Dr. Hj. Iriani Ismail, Dra., MM dan Dr. R. M. Moch. Wispandono, SE., MS.

Studi ini dilakukan bertujuan untuk mengetahui pengaruh kompensasi, motivasi dan pelatihan terhadap kinerja pegawai. Penelitian ini mengambil tempat di Badan Pelayanan Perizinan Terpadu dengan populasi 62 responden dan sampel 54 responden dengan pengambilan sampel purposive sampling. Analisis statistik menggunakan regresi linier berganda dengan menggunakan SPSS.21. Hasil diperoleh nilai signifikan variable kompensasi sebesar 0,003, motivasi sebesar 0,016 dan pelatihan sebesar 0,021. Ini berarti bahwa kompensasi, motivasi dan pelatihan berpengaruh terhadap kinerja pegawai. Secara simultan hasil kompensasi, motivasi dan pelatihan berpengaruh terhadap kinerja signifikannya sebesar 0,000. Ini berarti bahwa kinerja pegawai dipengaruhi oleh kompensasi, motivasi dan pelatihan sebesar 28,3 %, sedangkan 71,6 % dipengaruhi variable lain di luar penelitian ini.

Kata kunci: Kompensasi, Motivasi, Pelatihan , kinerja

ABSTRACT

CHAIRUL HIDAYAT, *The Effect of Compensation, Motivation and Training to Employee's Performance Agency Integrated Licensing Service at Sumenep. Under the guidance of Dr. Hj. Iriani Ismail, Dra., MM and Dr. R. M. Moch. Wispandono, SE., MS.*

Study is done determine the effect of compensation, motivation and training employee's performance. This study took place in the Integrated Licensing Service integrated Agency with a population sample of 62 respondents and 54 respondents with purposive sampling. Using the statistical analysis using multiple linear regression using SPSS.21. result that compensation had .003, motivation had .016 and training had .021. It mean that the must sign effect of Compensation, Motivation and Training to Employee's Performance is Agency Integrated Licensing. Simultaneously, it result that compenasion, motivation and training effect the employee's performance had .000, which means that employee's performance affected by compensation, motivation and training amount of 28,3 %. While the remaining 71.6% influenced other variables outside at this research.

Keywords: Compensation, Motivation, Training, employee's performance

