

PENGARUH PERILAKU INOVATIF DAN PENGHARGAAN INTRINSIK TERHADAP KINERJA KARYAWAN BANK JATIM CABANG KEDIRI

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RINGKASAN

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Dewasa ini, faktor-faktor yang mempengaruhi kinerja karyawan tidak dapat di simplifikasi melulu dengan pendekatan ekonomi, seperti dengan uang atau gaji. Terdapat lebih banyak faktor yang ditemukan sebagai bagian signifikan yang mempengaruhi kinerja. Sangat penting untuk mempelajari kinerja dengan pendekatan yang lebih komperhensif untuk mendapat hasil yang komperhensif pula.

Peningkatan kinerja biasanya diperoleh melalui dukungan positif seperti adanya perilaku inovatif karyawan. Selain itu, penghargaan juga memiliki peran penting untuk memotivasi karyawan dan memandu mereka untuk mencapai kinerja maksimal. Sekalipun penghargaan adalah salah satu dari kebijakan penting dalam pengelolaan sumber daya manusia, namun masih sedikit riset tentang penghargaan intrinsik dan bagaimana pengaruhnya terhadap kinerja. Perilaku inovatif karyawan dan penghargaan intrinsik merupakan faktor *intangibile* yang termasuk dalam aspek psikologis yang dapat berpengaruh terhadap kinerja karyawan.

Penelitian ini menguji sejauh mana pengaruh perilaku inovatif karyawan (X_1) dan penghargaan intrinsik (X_2) mempengaruhi kinerja karyawan Bank Jatim Cabang Kediri (Y). Penelitian ini menggunakan pendekatan kuantitatif dengan analisis statistik regresi berganda dengan menggunakan SPSS, untuk menemukan korelasi dan hubungan antar variabel. Sampel yang digunakan sebanyak 50 responden (56%) dari total populasi sebanyak 90 orang, diambil dengan metode simple random sampling.

Hasil dari penelitian ini menunjukkan pengaruh yang signifikan antara perilaku inovatif karyawan terhadap kinerja dengan R sebesar 0,772 dan R^2 sebesar 0,597. Dengan hasil ini dapat disimpulkan bahwa sebesar 59,7% kinerja karyawan Bank Jatim Cabang Kediri, dipengaruhi oleh variabel perilaku inovatif dan penghargaan intrinsik.

SUMMARY

THE INFLUENCE OF INNOVATIVE BEHAVIOR AND INTRINSIC REWARD ON THE EMPLOYEE'S PERFORMANCE OF BANK JATIM CABANG KEDIRI

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Previously, factor that can influence in employee's performance can not simplified with economic approach such as money or salary. There are more factor describe today as a significant things that affect performance. It is important to study performance with more comprehensive approach to get comprehensive result.

Improvements in performance are usually achieved through positive support, such as employees' innovative behavior. Beside that, rewards play an important role in motivating employees and leading them to have an excellent performance. Although rewards are one of the most fundamental human resource policies, there is a dearth study about intrinsic reward and their effect on the employees' performance. Employee's innovative behavior and intrinsic reward is intangible factor which is a phsycological aspect who can affect employee's performance.

This research examine how employees' innovative behavior (X_1) and intrinsic reward (X_2) affect Bank Jatim Cabang Kediri employees' positive job performance (Y). This research use quantitative approach and use statistical package for social science (SPSS) program to analyze the correlation from each variables with multiple regression technique. The sample was 50 (56%) Bank Jatim Cabang Kediri employees' from 90 population, taken with simple random sampling method.

The result describe there is significant influence between innovative behavior and intrinsic reward to performance, with R 0,772 and R^2 0,597 This result means that 59,7% Bank Jatim Cabang Kediri's employee's performance influenced by inovative behavior and intrinsic reward.

ABSTRACT

THE INFLUENCE OF INNOVATIVE BEHAVIOR AND INTRINSIC REWARD ON THE EMPLOYEE'S PERFORMANCE OF BANK JATIM CABANG KEDIRI

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Human resource development practice has been found to be increasingly focused on performance outcomes and developing systems to support high performance. Various factors has significant influence to performance, most of them focused in tangible aspect. This approach criticized as a mechanistic view, because there are various other factors that tend to be ignored in most economic statistics, like innovative behavior and intrinsic reward.

This research involved 50 respondent (56% from population), to examine how employees' innovative behavior (X_1) and intrinsic reward (X_2) affect Bank Jatim Cabang Kediri employees' performance (Y). The result describe there is significant influence between innovative behavior and intrinsic reward to performance, with R 0,772 and R^2

0,597 This means that 59,7% Bank Jatim Cabang Kediri's employee's performance influenced by inovative behavior and intrinsic reward.

KEYWORD: performance, inovative behavior, intrinsic reward

