

ABSTRACT

*Incentive Model to Increase Public Service Employee Performance:
Study at Demography and Employee Office of Jayawijaya Regency Papua Province*

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Delaying of salary and incentive payment lead employee to Blockade of Bupati Jayawijaya Regency Office. The occurrence on Mei 2004 showed that there is something wrong about incentive payment. This study investigated incentive model have been developed or implemented at Demography and Employee Office of Jayawijaya Regency. As an unit that have direct relation with people in services, this office also have a problem with it's incentive payment system.

By number of 15 sample from 24 employee entirely, data gathered by questionnaire, interview, and documentation. This study have several findings. First, incentive model that implemented by Demography and Employe Office Jayawijaya Regency is job-based and skill-based pay incentive. Second, the performance of demography and employee office hold on right time (73%), standard (73%), procedure (73%), and morality services (83%). In spite there some obstacles, for instance that rised from individual aspect alike demotivation cause of inertia salary. If there're not obstacles, employee have good performance. It's mean, that do they like and satisfied with their job (67%).

Keyword : incentive model, job-based pay, skill-based pay, demotivation.