

RINGKASAN

Analisis Sistem Kompensasi, Kompetensi Emosi dan Kinerja Penyelesaian Sengketa Pemilu Anggota Panwaslu di Jawa Timur

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Sistem kompensasi dan kompetensi emosi diakui oleh banyak teori dan ahli sebagai faktor yang mempengaruhi kinerja pada karyawan perusahaan maupun anggota organisasi. Panwaslu sebagai organisasi pengawas Pemilu dengan lugas beberapa anggotanya yang terdiri dari unsur Jaksa, Polri, Dosen, Tokoh Masyarakat dan Wartawan mengakui bahwa faktor eksternal dan internal tersebut memiliki pengaruh signifikan terhadap kinerja.

Rumusan permasalahan penelitian ini adalah: Bagaimana sistem kompensasi Panwaslu? Bagaimana kompetensi emosi anggota Panwaslu? Bagaimana kinerja penyelesaian sengketa Pemilu? Apakah sistem kompensasi dan kompetensi emosi secara bersama-sama mempengaruhi kinerja penyelesaian sengketa Pemilu? Dan variabel (sistem kompensasi dan kompetensi emosi) manakah yang memiliki pengaruh dominan terhadap kinerja penyelesaian sengketa Pemilu anggota Panwaslu di Jawa Timur?

Dengan demikian tujuan penelitian ini adalah menganalisis sistem kompensasi, kompetensi emosi (variabel bebas/ X_1 dan X_2) dan kinerja penyelesaian sengketa (variabel terikat/ Y) serta kekuatan pengaruh kedua variabel bebas terhadap variabel terikat pada anggota Panwaslu di Jawa Timur. Hipotesis yang akan dibuktikan kebenarannya adalah: sistem kompensasi dan kompetensi emosi secara bersama-sama mempengaruhi kinerja penyelesaian sengketa Pemilu; dan sistem kompensasi mempengaruhi kinerja penyelesaian sengketa Pemilu oleh anggota Panwaslu di Jawa Timur secara dominan.

Populasi penelitian ini adalah seluruh anggota Panwaslu Kabupaten dan Kota di Jawa Timur yang pernah menangani sengketa Pemilu legislatif dan Pemilu Presiden – Wakil Presiden tahun 2004, dengan sampel penelitian 129 responden (83%) dari total populasi 155 orang.

Hasil penelitian dengan menggunakan analisis deskriptif menunjukkan bahwa sistem kompensasi yang diterapkan oleh organisasi Panwaslu di Jawa Timur telah memenuhi standar sistem kompensasi meskipun belum sepenuhnya ideal. Penelitian ini juga menunjukkan bahwa kompetensi emosi dan kinerja penyelesaian sengketa Pemilu anggota Panwaslu di Jawa Timur dari unsur perguruan tinggi atau dosen memiliki nilai rerata yang lebih baik dibandingkan unsur lain.

Pembuktian hipotesis melalui uji regresi linier berganda menunjukkan bahwa sistem kompensasi dan kompetensi emosi secara bersama-sama mempengaruhi kinerja penyelesaian sengketa Pemilu secara signifikan, karena signifikansi F_{hitung} sebesar 0,000 ($p < 0,05$), sedangkan nilai koefisien determinasi berganda R^2 adalah 0,165 dan nilai koefisien berganda sebesar 0,406.

Sedangkan hasil uji regresi secara parsial menunjukkan bahwa variabel kompetensi emosi memiliki pengaruh yang lebih dominan, karena pada sistem kompensasi, $t_{hitung} X_1$ sebesar 1,014 dengan tingkat signifikansi 0,313 ($p > 0,05$)

yang berarti tidak ada pengaruh sistem kompensasi terhadap kinerja penyelesaian sengketa Pemilu.

Dengan kontribusi pengaruh yang hanya 16,5% dari variabel sistem kompensasi dan kompetensi emosi terhadap variabel kinerja penyelesaian sengketa Pemilu, maka pada penelitian mendatang hendaknya meneliti variabel lain yang diduga mempengaruhi kinerja penyelesaian sengketa Pemilu sebagai tugas dan kewenangan utama Panwaslu.



SUMMARY

**The Analysis of Compensation System, Emotional Competence
and Conflict Resolution Performance in General Election
of Panwaslu Members in East Java**

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Many theories and expert's opinion said that compensation system and emotional competence influence performance of employees in company or members of organisation. Some members of Panwaslu, general election watch organisation are agree that external and internal factors influence the performance.

The plurality of Panwaslu members namely, Prosecutor, Police, Lecturer, community leader and journalist made this research interesting. This research answered problems such as: How is the compensation system in Panwaslu?, How is the emotional competence of Panwaslu members?, How is the performance of Panwaslu members?, Is the compensation system influence the performance?, Is the emotional competence influence the conflict resolution performance in general election of Panwaslu members in East Java?

The aims of this research are to analyze the compensation system, emotional competence (independent variable/ X_1 and X_2) and conflict resolution performance in general election of Panwaslu members in East Java (dependent variable/ Y) and the significance of influence of independent variable to dependent variable. The hypothesis of this research are: compensation system and emotional competence will simultaneously influence conflict resolution performance in general election of Panwaslu members in East Java; and the influence of compensation system is more significance than emotional competence in conflict resolution performance in general election of Panwaslu members in East Java.

The population of this research are all Panwaslu members in East Java who performed in conflict resolution in general election 2004. 129 respondents (83%) as sample of total population (155 persons).

As a result the researcher found that the compensation system was used by Panwaslu in East Java followed the compensation system standard, even though not in its ideal form. This research also show that lecturers have higher emotional competence and conflict resolution performance in general election than others element of Panwaslu (e.g.: Prosecutor, Police, community leader and journalist).

Multiple regression test verify the hypothesis that compensation system and emotional competence significantly influence conflict resolution performance in general election. This conclusion come from significance value of $F_{counted}$ 0.000 ($p < 0.05$). Meanwhile the value of multiple coefficient determination (R^2) is 0.165 and the value of multiple correlation coefficient is 0.406.

Partial regression test showed that compensation system has no influent to conflict resolution performance in general election because the value of $t_{counted}$ is 1.014 with significance level 0.313 ($p > 0.05$). So only emotional competence variable that significantly influence conflict resolution performance in general election of Panwaslu members in East Java.

The contribution of compensation system and emotional competence variable influence conflict resolution performance in general election only 16.5%. its challenged other researcher to study the other variable that influence conflict resolution performance in general election of Panwaslu.

ABSTRACT

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Key Words : Compensation System, Emotional Competence, Performance, Conflict, General Election