

RINGKASAN

Pengaruh Imbalan Ekstrinsik, imbalan Intrinsik dan Penempatan Terhadap Komitmen Satuan Polisi Pamong Praja pada Pemerintah Kabupaten Jembrana

I MADE BUDIASA

Otonomi Daerah mengisyaratkan kepada Pemerintah Daerah Kabupaten/Kota untuk dapat mengurus rumah tangga daerahnya sendiri serta menyelenggarakan pemerintahan secara berdayaguna dan berhasil guna. Untuk mewujudkan hal tersebut diperlukan peningkatan profesionalisme aparatur Pemerintah Daerah dalam melaksanakan tugas dan tanggung jawabnya serta dalam pemberian pelayanan kepada masyarakat. Satuan Polisi Pamong Praja sebagai salah satu unsur aparatur Pemerintah Kabupaten Jembrana berfungsi untuk menegakkan kewibawaan Pemerintah Kabupaten Jembrana serta menyelenggarakan kegiatan pengawasan, penertiban terhadap produk-produk hukum Pemerintah Daerah, sehingga terwujud Kabupaten Jembrana yang tertib dan aman sebagai landasan untuk membangun daerah. Untuk dapat mewujudkan hal tersebut, diperlukan adanya komitmen Satuan Polisi Pamong Praja terhadap Pemerintah Kabupaten Jembrana.

Sehubungan dengan hal tersebut dicoba melakukan penelitian untuk mengetahui apakah kebijakan yang telah dilaksanakan oleh Pemerintah Kabupaten Jembrana yang berkaitan dengan pengembangan sumber daya manusia aparatur berpengaruh terhadap komitmen. Upaya yang telah dilakukan Pemerintah Kabupaten Jembrana terhadap Satuan Polisi Pamong Praja adalah berusaha meningkatkan kepuasan kerja, antara lain melalui pemberian imbalan ekstrinsik yang sesuai dengan kemampuan keuangan Pemerintah Kabupaten Jembrana. Sedangkan imbalan intrinsik akan dirasakan dari atau melekat pada aktifitas yang dilaksanakannya. Kebijakan lain yang juga telah dilaksanakan adalah penempatan pegawai dalam jumlah yang cukup besar sebagai akibat adanya perampingan struktur organisasi sesuai amanat Peraturan Pemerintah Nomor 8 Tahun 2003. Satuan Polisi Pamong Praja merupakan salah satu unit yang justru banyak menerima penempatan pegawai baru pada saat ini.

Berdasarkan hal tersebut, maka rumusan masalah dalam penelitian ini adalah : apakah imbalan ekstrinsik, imbalan intrinsik dan penempatan berpengaruh positif dan signifikan terhadap komitmen Satuan Polisi Pamong Praja pada Pemerintah Kabupaten Jembrana dan diantara variabel-variabel imbalan ekstrinsik, imbalan intrinsik dan penempatan, variabel manakah yang memberikan pengaruh dominan terhadap komitmen Satuan Polisi Pamong Praja pada Pemerintah Kabupaten Jembrana.

Dari beberapa teori yang diuraikan pada tinjauan pustaka, maka disusun hipotesis bahwa imbalan ekstrinsik, imbalan intrinsik dan penempatan berpengaruh positif dan signifikan terhadap komitmen Satuan

Polisi Pamong Praja pada Pemerintah Kabupaten Jembrana serta variabel imbalan intrinsik berpengaruh dominan terhadap komitmen.

Hasil penelitian terhadap 129 responden dari anggota Satuan Polisi Pamong Praja Kabupaten Jembrana menunjukkan bahwa imbalan ekstrinsik, imbalan intrinsik dan penempatan berpengaruh positif dan signifikan terhadap komitmen dan diantara variabel imbalan ekstrinsik, imbalan intrinsik dan penempatan, variabel yang berpengaruh dominan terhadap komitmen adalah imbalan intrinsik.

SUMMARY

Extrinsic reward, intrinsic reward and placement have a positive and significant influence toward commitment of Civil Service Police Unit at Government of Jembrana Regency.

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Local Autonomy sign to local government regency to be able to manage its own area household and also carry out governance by effectively and efficiency and usefull. To realize this mention needed by the make-up of local government staffs professionalism in executing job and its responsibility and also in giving of service to society. A civil service police unit as one of the governmental staffs element have a function to enforce the power of Jembrana Regency Government, and hold controlls activities, controlling the laws products of Jembrana Regency so Jembrana Regency will raise their goals : safe, condusive, prosper and justice. These are as a bases to build this teritory. To accomplish these, needed a committed for a civil service police unit to the government of Jembrana Regency.

Referring to the mentioned tried to do research to know do policy which have been executed by government of Jembrana Regency related to human resource development have an influence to commitment. Effort which have been conducted by Government Jembrana Regency to civil Service Police Unit is to try to improve satisfaction of work which for example passing extrinsic reward matching with monetary ability of Government Jembrana Regency. While intrinsic reward will be felt by public servant civil from job or task which implementation of. Another policies have been done consist of employee placement in huge amount as caused by decreasing organization chart according to Governmental Regulation Commendation of number 8, 2003 and a civil service police unit is a unit that recruited many employee at this moment.

Pursuant to the mentioned hence this research problem formula is : do extrinsic reward, intrinsic reward and placement have a posit'ive and significant influence to the commitment of Civil Service Police Unit at Government of Jembrana Regency and among these variables, extrinsic reward, intrinsic reward and placement ; which variable giving dominant influence to commitment of Civil Service Police Unit at Government of Jembrana Regency.

From some theories explained in the bibliography, hence can be formulated the hipotesis that extrinsic reward, intrinsic reward and placement have a positive and significant impact for commitment Civil Service Police unit at Government of Jembrana Regency and also intrinsic reward variable has a dominant impact to the commitment.

Research results from 129 respondents in civil service police members of Jemberana Regency show extrinsic Reward, intrinsic Reward, and placement have a positive and significant impact for the commitment and among, extrinsic reward and intrinsic reward and placement, variabel giving a dominant impact for commitment is intrinsic Reward.



ABSTRACT

Extrinsic Reward Impact, Intrinsic Reward, Placement and commitment of of Civil Service Police Unit at Jembrana Regency

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The commitment of Civil Service Police Unit at Jembrana Regency Government needed to hold the government and development, especially realizing the security and peace of the people, fulfilling the employee committed, so need to concern some variables that influencing it.

This research needed to know whether extrinsic Reward, intrinsic Reward, and Placement have a positive and significant impact to the employee committed such as civil service police unit in Jembrana Regency. It is related with policies done by Jembrana Regency Government, for instance human development resources.

The research is a population research with 129 respondents, questionnaires made using Likert scale that is, from scale 1 until 5. Data from respondents to the every variables are ordinal data. These data will be processed and analysed. Based on data processing, could be made hypothesis test with multiply regression analyses. Data analyses Process including instrument reliability validity test, hypothesis examination and classic assumption test (normality, heterocedasticity, multicolinearity and autocorrelation)done by computer aided with SPSS program. The results explain that the three free variables researched namely extrinsic Reward and Placement have a positive and significant impact to the commitment. From the multiply test results known that 55, 7 per cent comitment of the civil service police unit in Jembrana Regency could be explained by variation from extrinsic Reward, intrinsic Reward and Placement. But some other parts 44, 3 per cent explained by other factors. Then the first hypothesis has been proved and accepted. And then, among three free variables, intrinsic Reward variable have a highest beta coefficient amount 0,575, on the other hand, extrinsic Reward have only 0,162 and Placement variable amount 0, 211. So the second hypothesis, explaining intrinsic Reward have a dominant impact for the civil service police unit commitment in Jembrana regency have been proved and accepted.

Key word : *Extrinsic Reward, Intrinsic Reward, Placement and the Commitment*