RINGKASAN

PENGEMBANGAN MODEL *REWARD* YANG SESUAI KEBUTUHAN UNTUK MENINGKATKAN KINERJA PNS DI LINGKUNGAN SEKRETARIS DAERAH PROPINSI JAWA TIMUR

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Karyawan atau pegawai dikatakan terjamin kesejahteraannya apabila pegawai tersebut telah mendapatkan apa yang diharapkan baik dalam bentuk *financial* maupun *non financial*. Selain berhak atas *salari*, maka setiap pegawai ataupun karyawan juga berhak atas *fringe benefits* dimana didalamnya menyangkut adanya jaminan sosial yang diberikan kepada pegawai atas jasa dan tanggungjawab yang telah diberikan kepada lembaga. Dengan terpenuhinya pendapatan yang mampu memenuhi *good consumtion*, atau adanya *real income* maka tingkat kesejahteraan pegawai dapat ditingkatkan, karena biaya yang bertujuan untuk memenuhi kebutuhan manusia mempunyai sifat *subvention* atau biaya yang tidak dapat diubah lagi. Karena dalam ilmu ekonomi bahwa antara pendapatan dan pengeluaran mempunyai sifat *income and expenditure equation*.

Untuk memperbaiki kinerja didalam organisasi perlu memperhatikan bagian-bagian organisasi lain yang memenuhi atau melampaui sasaran organisasi. Individu atau organisasi yang bekerja lebih baik Dari rata-rata orang atau unit perlu diteliti dengan seksama. Perbedaan ini sering kali muncul dalam standart, umpan balik, penghargaan serta imbalan-imbalan *(reward)* dan pelatihan. Pengenalan perbedaan ini sering memberikan dasar untuk memperbaiki sistim kinerja bidang-bidang lain pada organisasi di Lingkungan Sekretaris Derah Propinsi Jawa Timur.

Dalam penelitian ini menggunakan rancangan deskriptif dengan pendekatan kualitatif dengan pendekatan fenomenologi. Pendekatan fenomonologi adalah suatu bentuk pendekatan atas gejala-gejala yang terjadi dan dengan kondisi yang ada. Populasi sampel sebanyak 183 pegawai di Lingkungan Sekretaris Derah Propinsi Jawa Timur, atau *total population sample*. Dalam penilaian terhadap pengembangan model *reward* yang sesuai dengan kebutuhan pegawai dengan menggunakan kuesioner *Check List Method*.

Analisis terhadap pengembangan model *reward* yang sesuai dengan kebutuhan pegawai terhadap upaya peningatan kinerja pegawai dilakukan pengujian dengan menggonakan program SPSS analisis *Discriptive Statistics* model *Discriptives* diperoleh bahwa model *reward* yang paling sesuai dan paling diharapkan adalah gaji pokok sebesar 12,7541, kemudian diikuti oleh tunjangan struktural sebesar 12,2022. untuk urutan selanjutnya adalah model insentif sebesar 11,9235 dan bayaran sebesar 11,3115, kemudian kompensasi sebesar 11,0546. Sedangkan pengembangan model *reward* yang terakhir adalah jaminan sosial yaitu sebesar 9,4863.

Sedangkan uji analisis terhadap masing-masing model *reward* dengan menggunakan program SPSS analisis *Nonparametric Test* model *Chi-square.*, dimana diperoleh suati hasil :

Gaji pokok diperoleh hasil nilai X^2 sebesar 27,038, dimana semua frekuensi harapannya lebih dari 5 dan sel dari frekuensi harapan nilai minimum sebesar 26,1. Nilai *degree of freedom* atau df = 6 dan *asymptotic significance* atau p = 0,000. Pada taraf signifikan 5%. Model kompenasi diperoleh hasil nilai X^2 sebesar 113.000, dimana semua frekuensi harapannya lebih dari 5 dan sel dari frekuensi harapan nilai minimum sebesar 22,9. Nilai *degree of freedom* atau df = 7 dan *asymptotic significance* atau p = 0,000 pada taraf signifikan 5%. Model insentif diperoleh hasil nilai X^2 sebesar 87,934, dimana semua frekuensi harapannya lebih dari 5 dan sel dari frekuensi harapan nilai minimum sebesar 26,1. Nilai *degree of freedom* atau df = 6 dan *asymptotic significance* atau p = 0,000 pada taraf signifikan 5%. Jaminan sosial diperoleh nilai X^2 sebesar 104.694, dimana semua frekuensi harapannya lebih dari 5 dan sel dari frekuensi harapan nilai minimum sebesar 22,9. Nilai *degree of freedom* atau df = 7 dan *asymptotic significance* atau p = 0,000 pada taraf signifikan 5%. Tunjangan struktural diperoleh nilai X^2 sebesar 210.716, dimana semua frekuensi harapannya lebih dari 5 dan sel dari frekuensi harapan nilai minimum sebesar 18,3. Nilai *degree of freedom* atau df = 9 dan *asymptotic significance* atau p = 0,000 pada taraf signifikan 5%. Bayaran, diperoleh suatu hasil nilai untuk X^2 sebesar 76.727, dimana semua frekuensi harapannya lebih dari 5 dan sel dari frekuensi harapan nilai minimum sebesar 18,3. Nilai *degree of freedom* atau df = 9 dan *asymptotic significance* atau p = 0,000 pada taraf signifikan 5%.

Dari hasil tersebut diperoleh, bahwa semua bentuk pengembangan model *reward* sangat diharapkan oleh pegawai serta mempunyai pengaruh terhadap upaya peningkatan kinerja pegawai negeri sipil di lingkungan sekretariat daerah propinsi Jawa Timur.

SUMMARY

The Development of an Appropriate Reward Model to Stimulate Government Officer in Regional Secetary East Java Province

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An employee or officer will be prosperous if he/she gets what he/she gets financially or non financially. Beside he/she gets the salary he/she also gets fringe benefitswhich consists of life insurance and the reward from what he/she has done as the contribution to the organization.The fulfilment of the good salary which is to support the life as good consumption, or real income, the level of employees prosperous will be improved, for the function the cost is to fullfil daily needsas subvention or unchangeable. Acording to economics between income and outcome are income and expenditure equation.

To improve the performance of empolyee in an organization should look at another parts of the oragnization. Individu or organization works better than usual should be look carefully. The differences always arise as standard, feed back, respect, and reward in a training. This differences always give the basic improvement of performance system in another department of the organization in regioanl Secetary of East Java Province.

This research is dicriptive and qualitative by using phenomenology approach.. phenomenology approach is an approach which consists of phenomenon and what happens today. The sample populations are 183 Government Officers in Regioanl Secetary of East Java Province or total population sample. The research has been conveyed by giving qustioner (Check list Method).
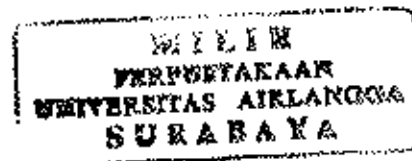
The analysis of the Development of an Appropriate Reward Model to Stimulate Government Officer uses SPSS programme of Discriptive Statistics analysis. The result shows that the appropriate reward model is the base wage is 12,7541, followed by structural compensation is 12,2022, then insentive 11,9235 and salary is 11,3115 and compensation is 11,0546, the last is life insurance is 9,4863.

While the analysis test to each reward model using SPSS analysis programme of Nonparametric Test model Square shows:

Gained main wage X^2 is 27,038, all frequency expectancies is more than 5 and sell from minimum value of frequency expectancy is 26,1. The value of degree of freedom or df= 6 and asymtotic significance or p = 0,000. On the level significance 5 % will get model compensation value X^2 =113,000, where all frequency expectancies is more than 5 and sell from minimum value of frequency expectancy is 22,9. The degree value of freedom or df= 7 and asymtotic significance or p = 0,000 on the level significance 5 %. Model incentive is gained from value of X^2 is 87,934, where all frequency expectancies is more than 5 and sell from minimum value of frequency expectancy is 26,1. The degree value of freedom or df= 6 and asymtotic significance or p = 0,000 on the level significance 5 %. Life insurance is gained from value of X^2 is 104,694, where all frequency expectancies is more than 5 and sell

from minimum value of frequency expectancy is 22,9. . The degree value of freedom or df= 7 and asymtotic significance or p = 0,000 on the level significance 5 %. Structural Support is gained from value of X^2 is 210.716, where all frequency expectancies is more than 5 and sell from minimum value of frequency expectancy is 18,3. The degree value of freedom or df= 9 and asymtotic significance or p = 0,000 on the level significance 5 %. Salary is gained gained from value of X^2 is 76.727 where all frequency expectancies is more than 5 and sell from minimum value of frequency expectancy is 18,3. . The degree value of freedom or df= 9 and asymtotic significance or p = 0,000 on the level significance 5 %

The result of this research is all the forms Reward Model development is very expected by the Government Officer and having effects on stimulating the Government Officer in Regional Secetary of East Java Province.

ABSTRACT

The Development of an Appropriate Reward Model to Stimulate Government Officer in Regional Secetary of East Java Province

AINUL YAQIEN

The criteria of the advancement or achievement of state organization is the advancement of the performance and the accesible purposes of the institution itself. When we want to improve performance in an institution we must look at the parts of institution themselves. Individu or organization works better than usual must be looked at carefully. The differences always arise as standard, feed back, respect, and reward in a training. This differences always give the basic improvement of work systemin another department of the organization.

In modern organization, which consists of various an expensive subsidy, an insentive programme, structure salary scale, compensation,and a difficult and chal lenging for human resources.A Compensation and insentive will influence the their performance and the tendency of commit to the organization or find anoher jobs. Eventough most of the leaders or even reserachers does not agree with how the compentsation and insentive influence the performace and productivity. However, the existence of the compentsation and insentive are very important for the organization.

The research has been done in Government Officer in Regioanal Secetary of East Java province, the sample populations are 183 employees as a respondend. The research has been conveyed by giving qustioner (Check list Method).

The result shows that the appropriate reward model is the base wage is 12,7541, followed by structural compensation is 12,2022, then insentive 11,9235 and salary is 11,3115 and compensation is 11,0546, the last is life insurance is 9,4863.

In conclusion, as the answer of the statement of the problems is the most appropriate reward model to Stimulate Government Officer in Regional Secetary of East Java Province is a good main wage today.

As the result of comparation and gained mean value, so the most appropriate development of reward model in Government Officer in Regional Secetary of East Java Province is the base wage that suitable with needs and the smallest choosen in reward model development is life insurance.