

RINGKASAN

Pengaruh Perubahan Dalam Pemberian Kompensasi dan Perbaikan Lingkungan Kerja Fisik Terhadap Prestasi Kerja Pegawai Pada Dinas Pertanian, Kehutanan dan Kelautan Kabupaten Jembrana

I Nyoman Suastika

Pemerintah Kabupaten Jembrana mulai tahun 2001 telah menempuh berbagai cara untuk mengembangkan serta memanfaatkan sumber daya alam dan sumber daya manusia dalam rangka melakukan pelajaran yang terbaik kepada masyarakat. Untuk pengembangan sumber daya manusia telah ditempuh kebijakan antara lain : semua pegawai dinas instansi ditempatkan pada satu tempat lokasi perkantoran dengan gedung baru sampai berlantai tiga yang ditata sedemikian baik dan rapi untuk memudahkan berkoordinasi, juga untuk merangsang prestasi kerja pegawai diberikan berbagai bentuk kompensasi.

Berdasarkan permasalahan yang dihadapi maka penelitian ini bertujuan untuk mengetahui dan mendapatkan bukti empiris tentang pengaruh perubahan dalam pemberian kompensasi dan perbaikan lingkungan kerja fisik terhadap prestasi kerja pegawai negeri sipil baik secara simultan maupun secara parsial pada Dinas Pertanian, Kehutanan dan Kelautan Kabupaten Jembrana.

Manfaat yang diharapkan melalui penelitian ini, untuk mendapatkan masukan dan sumbangan pemikiran bagi pengambil keputusan dalam organisasi, bagi kalangan akademika sebagai perbendaharaan karya ilmiah di perpustakaan yang dapat dipergunakan sebagai acuan dalam melakukan penelitian-penelitian berikutnya.

Model analisis yang digunakan adalah analisis regresi linier berganda dengan SPSS 10.5, dan pengujian hipotesis menggunakan uji F dan uji t.

Hasil penelitian menunjukkan bahwa variabel perubahan dalam pemberian kompensasi dan variabel perbaikan lingkungan kerja fisik secara bersama-sama mempunyai pengaruh sangat nyata terhadap prestasi kerja pegawai negeri sipil, demikian juga secara parsial variabel perubahan dalam pemberian kompensasi dan variabel perbaikan lingkungan kerja fisik mempunyai pengaruh yang sangat nyata terhadap prestasi kerja pegawai negeri sipil. Variabel perubahan dalam pemberian kompensasi memberikan kontribusi yang lebih besar dibandingkan dengan variabel perbaikan lingkungan kerja fisik terhadap prestasi kerja pegawai negeri sipil pada Dinas Pertanian, Kehutanan dan Kelautan Kabupaten Jembrana.

Berdasarkan hasil penelitian didapatkan, untuk meningkatkan prestasi kerja pegawai disarankan untuk memberikan bentuk-bentuk kompensasi dan perbaikan lingkungan kerja fisik. Karena kompensasi memberikan pengaruh yang lebih besar, maka pemberian kompensasi perlu ditingkatkan dan secara langsung berpengaruh terhadap kepuasan pegawai, sehingga semakin puas semakin baik prestasi kerjanya.

SUMMARY

The accomplish of change in giving reward and rehabilitation of physical working environment to the achievement of the staff's working at the Agriculture, Forestry and Marine Departement of Jembrana Regency.

I Nyoman Suastika

Since the year of 2001, the government of Jembrana Regency, has been doing many endeavours in advencing ang exploiting natural and human being resources. Moder to give a better service to the sociaty. In developing of human being resaurces, many effort have been done, for mistance ; the placement of all staffs in a new building which is with ideal facilities, clean and tidy. By giving that circumstances, it is hoped that the staffs are easier to coordinate to one another, Besides, inoder to facilitate the staffs performance of working, the reward being given.

Based on conundrum faced, the ultimate goal of the research is to comprehend and acquire empirical evidence of endeavours of simultanous and partial changes in giving reward and improvement of physical working sorrundings to the performance of the staff's job, at the Agriculture, Forestry and Marine Departement of Jembrana Regency.

The benefit expected through this research is to gain the input and thought contribution for the decision maker in such an organization. resources of academic for further research aswell.

The analitic model used in the research is multiplied linear regression analysis with SPSS 10,5 and hypothesis experiment utilizes F examination and t examination.

The result of the research shows that variable of chenge in bestowing reward and variable of improvement of physical working environment simultanously has got real effect to the performance of civil servant's working.

Further more, partially the variable of substitution in giving reward has given greater contribution than the variable of improvement of phsycaal working environment to the job.

Performance of the public servant at the Agriculture, Forestry and Marine Departement of Jembrana Regency.

Based on the result of the research ,to improve the performance of civil servants, it suggests that the government should give types of rewarding and the improvement of the physical working environment.

Since rewarding gives greater influence, so giving reward needs improving and significantly effect to the staff s' job satisfaction ; hence the more satisfaction the better performance would be.

ABSTRACT

The accomplish of change in giving reward and rehabilitation of physical working environment to the achievement of the staff's working at the Agriculture, Forestry and Marine Departement of Jembrana Regency.

I Nyoman Suastika.

The ultimate goal of this research to comprehend the effect simultaneously and partially change in giving reward and improvement of physical working environment on the staff's job performance and variable, which has got dominant effect as well.

The character of the data required in this research is quantitativ data with research planning, including explanatory research category.

Sample taken from 68 respondents (65%) from 105 civil servants who were given questions to the satisfaction on rewarding and improvement of physical working and their working performance evaluated by their own chief.

The instrument used in this research has fulfilled both validity and reliability.

It was also proved that the data obtained has fulfilled the classical assumption. The obtained data was then analysed using the multiple linear regression analysis.

The results of the analys showed that :

- Simultaneously , there was a significant effect of change in giving reward and improvement of physical working environment upon the staff job performance , with R Square = 63,2 % and Sig F change = 0,000.
- Partially there was a significant effect of change in giving reward upon the staff job performance , with $B_1 = 0,749$, $t_1 = 7,599$, $F \text{ sig} = 0,000$ and the improvement of physical working environment upon the staff job performance with $B_2 = 0,334$, $t_2 = 2,836$, and $F \text{ sig} = 0,006$
- It was also that the variable with dominant effect upon the staff job performances was the change in giving reward , with $\beta = 0,650$.

Key word : Reward, physical working environment job performance.