

ABSTRAK

ANALISIS PENGARUH PEMBERIAN TAMBAHAN PENGHASILAN PEGAWAI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI NEGERI SIPIL

Studi Empiris Pegawai Negeri Sipil di Kantor Kecamatan Malinau Barat

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Penelitian ini bertujuan untuk mengetahui (1) pengaruh pemberian tambahan penghasilan pegawai (TPP) terhadap kinerja Pegawai Negeri Sipil di Kecamatan Malinau Barat (2) pengaruh disiplin kerja terhadap kinerja Pegawai Negeri Sipil di Kecamatan Malinau Barat. Penelitian ini dilatar belakangi dengan keluhan dari masyarakat sekitar terkait kualitas pelayanan dan kinerja pegawai negeri sipil yang tidak maksimal. Hal lain yang juga dikeluhkan adalah terkait pegawai yang tidak berada di Kantor pada saat jam kerja.

Jenis penelitian ini adalah studi empiris. Penelitian ini menggunakan desain penelitian kuantitatif. Populasi dalam penelitian ini adalah seluruh PNS yang bekerja di Kantor Kecamatan Malinau Barat. Sampel yang digunakan adalah sampel jenuh. Data diperoleh dengan membagikan kuesioner kepada 25 responden. Analisis data dilakukan dengan menggunakan analisis regresi linear berganda dengan menggunakan SPSS versi 26.

Hasil penelitian menunjukkan bahwa: (1) pemberian tambahan penghasilan pegawai (TPP) berpengaruh terhadap kinerja Pegawai Negeri Sipil di Kecamatan Malinau Barat, (2) disiplin kerja berpengaruh terhadap kinerja Pegawai Negeri Sipil di Kecamatan Malinau Barat.

Kata kunci: Tambahan Penghasilan Pegawai (TPP), disiplin dan kinerja.

ABSTRACT

ANALYSIS OF THE EFFECT OF ADDITIONAL INCOME OF EMPLOYEES AND WORK DISCIPLINE ON THE PERFORMANCE OF CIVIL SERVANTS

A empirical Study of Civil Servants at the West Malinau District Office

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This study aims to determine (1) the effect of providing additional employee income (TPP) on the performance of Civil Servants in West Malinau District (2) the effect of work discipline on the performance of Civil Servants in West Malinau District. This research is motivated by complaints from the surrounding community regarding the service quality and performance of civil servants who are not optimal. Another thing that was also complained about was related to employees who were not in the office during working hours.

This type of research is an empirical study. This study uses a quantitative research design. The population in this study were all civil servants who worked at the West Malinau District Office. The sample used is a saturated sample. Data was obtained by distributing questionnaires to 25 respondents. Data analysis was performed using multiple linear regression analysis using SPSS version 26.

The results showed that: (1) the provision of additional employee income (TPP) had an effect on the performance of Civil Servants in West Malinau District, (2) work discipline had an effect on the performance of Civil Servants in West Malinau District.

Keywords: Additional Employee Income (TPP), discipline and performance.