

INTISARI

Penelitian ini bertujuan untuk mengevaluasi implementasi *performance based pay* pada aspek distribusi pekerjaan, motivasi insentif, dan alur pelaksanaan *performance based pay* di Universitas Muhammadiyah Yogyakarta. Desain penelitian ini yaitu kualitatif dengan metode studi kasus Data yang digunakan terdiri atas data primer yang berasal dari kegiatan wawancara dengan dosen dan *reviewer* sebagai partisipan serta data sekunder yang berasal dari dokumentasi Universitas meliputi data kinerja dosen, surat keputusan rektor tentang satuan penilaian kinerja dan buku pemodan ketenagakerjaan.

Berdasarkan hasil penelitian menunjukkan bahwa implementasi *performance based pay* UMY sudah berjalan baik namun dengan beberapa permasalahan. Dari ketiga aspek yang digali bahwa aspek distribusi pekerjaan dan motivasi insentif telah berjalan dengan baik. Namun, aspek alur pelaksanaan *performance based pay* yaitu pada proses pencatatan kinerja masih menimbulkan permasalahan. Permasalahan tersebut yaitu pada kerumitan aktivitas pencatatan kinerja yang dilakukan individu oleh dosen pada situs kepegawaian UMY. Penelitian ini memberikan rekomendasi untuk mengadakan pelatihan kepada dosen yang masih tidak tercapai kinerja dan mengadakan tenaga enumerator dalam membantu dosen mencatat kinerja mereka.

Kata kunci: *performance based pay*, kinerja, *reward system*, insentif

ABSTRACT

This study aims to evaluate the implementation of performance-based pay on aspects of job distribution, incentive motivation, and the performance-based pay flow implementation at Muhammadiyah University, Yogyakarta. The design of this study is qualitative with the case study method. The data used consisted of primary data derived from interviews with lecturers and reviewers as participants as well as secondary data from the University's documentation including lecturer performance data, the chancellor's decision letter on the performance appraisal unit and modeling books. employment.

Based on the results of the study show that the implementation of UMY's performance-based pay has been going well, but with several problems. Of the three aspects that were explored that aspects of the distribution of work and motivational incentives have gone well. However, aspects of the flow of the implementation of performance based pay that is in the process of recording performance still raises problems. The problem is the complexity of performance recording activities carried out individually by lecturers on the UMY staffing site. This study provides recommendations for conducting training to lecturers whose performance is still not achieved and holding enumerators in helping lecturers record their performance.

Keywords: *performance based pay, performance, reward system, incentive*