

ABSTRACT

This study was to evaluate the control system of performance compensation and also to evaluate the accordance of compensation with the performance already achieved at PT. Pos Indonesian. This study used a qualitative approach with a case study method. The study was conducted at the Mail Processing Center of PT. Pos Indonesia (Persero) Yogyakarta. Samples were employees of the Mail Processing Center of PT Pos Indoonesia Yogyakarta; those who are directly involved in the work process. The study found out that the absence of compensation control has indirectly affected the performance of the Mail Processing Center of PT. Pos Indonesia (Persero) Yogyakarta.

Keywords: compensation systems, performance, control.

INTISARI

Tujuan dari penelitian ini adalah mengevaluasi sistem pengendalian kompensasi terhadap kinerja dan keselarasan pemberian kompensasi dengan kinerja yang telah dicapai pada PT. Pos Indonesia. Penelitian ini menggunakan pendekatan penelitian kualitatif dengan metode studi kasus. Penelitian dilakukan di PT. Pos Indonesia (Persero) Mail Processing Center Yogyakarta. Sampel penelitian adalah pegawai PT. Pos Indonesia (Persero) Mail Processing Center Yogyakarta yang terlibat secara langsung dalam proses kerja. Hasil penelitian menunjukkan bahwa tidak adanya pengendalian kompensasi secara tidak langsung mempengaruhi kinerja PT. Pos Indonesia (Persero) Mail Processing Center Yogyakarta.

Kata kunci: sistem kompensasi, kinerja, pengendalian