

## ABSTRAK

**Latar Belakang:** Salah satu faktor pendukung dalam sumber daya manusia adalah pemberian kompensasi dan penilaian sasaran kerja pegawai untuk meningkatkan loyalitas kerja pegawai. Tingkat loyalitas pegawai di perusahaan dapat diketahui dari berbagai gejala yang terjadi pada perusahaan, seperti ketidaksiplinan pegawai dalam hal keterlambatan pada saat masuk kantor, pulang sebelum waktunya dan tidak masuk kantor tanpa alasan. Persoalan loyalitas pegawai lainnya juga bisa terlihat pada banyaknya pegawai yang mengikuti tugas belajar yang mengakibatkan beban kerja pegawai akan semakin besar.

**Tujuan Penelitian:** Untuk mengetahui hubungan pemberian kompensasi dan penilaian sasaran kerja pegawai terhadap loyalitas kerja pegawai di Poltekkes Kemenkes Palu.

**Metode:** Penelitian observasional dengan rancangan *cross sectional* dan metode *sequential explanatory*. Sampel penelitian adalah seluruh pegawai Poltekkes Kemenkes Palu sebanyak 164 orang (*total population*). Informan dalam metode kualitatif terdiri dari Ka.Sub.Bag. Adum, Ketua Jurusan dan Bagian Simka. Analisis data menggunakan analisis kuantitatif, yaitu univariat, bivariat dengan uji *chi-square* serta multivariat dengan uji regresi logistik dengan tingkat kemaknaan  $p < 0,05$  dan CI 95%. Analisis kualitatif untuk mendukung hasil kuantitatif.

**Hasil:** Hasil bivariat dengan uji *chi square* terbukti ada hubungan antara pemberian kompensasi dengan loyalitas kerja pegawai pada aspek kejujuran dan pengabdian. Ada hubungan antara penilaian SKP terhadap loyalitas kerja pegawai pada aspek tanggung jawab, kejujuran dan pengabdian. Hasil multivariat yang bermakna yaitu penilaian SKP yang terdiri dari pegawai yang memenuhi beban kerja, menyampaikan informasi yang diterima kepada pihak terkait, menyelesaikan laporan dan memiliki skill yang sesuai dengan pekerjaan.

**Kesimpulan:** Pegawai yang memperoleh nilai pencapaian SKP dan memiliki perilaku kerja yang baik berpeluang untuk meningkatkan loyalitas kerja pegawai.

**Kata Kunci:** Kompensasi, sasaran kerja pegawai (SKP), loyalitas kerja pegawai

## ABSTRACT

**Background:** One of supporting factor of human resources is the compensation and assessment of employee work target to increase the loyalty of employee. The loyalty level of employee in a company can be assessed from various phenomena occur in the company, as example the indiscipline of employee for coming late, going home early, and absent without any reason. This facts showed that the discipline level of employee is still low. Another problem of employee loyalty is many of the employee are continuing their study that cause higher burden for the employee in the office.

**Objective:** To determine the relationship of compensation and assessment of employee work target to the loyalty of employee in the Ministry of Health Polytechnic Palu.

**Method:** This study was an observational study with cross-sectional design and explanatory sequential method. Sample were all staff/employees of Health Polytechnic of Palu as many as 164 staff (total population). Data analysis using quantitative analysis including univariate, bivariate (chi-square), and multivariate (logistic regression test) with CI 95% and  $\alpha=0.05$ . Informant for qualitative method including head of administration section, head of department, and employee information section. Qualitative analysis was performed to support the quatitative result. .

**Results:** The results of the bivariate with chi square test proved to be no relationship between compensation and loyalty of employees working on aspects of honesty and devotion. There is a relationship between SKP assessment of the loyalty of employees working on the aspect of responsibility, honesty and dedication. Multivariate results are significant at SKP assessment consisting of employees who meet the load, convey information received to related parties, finalize the report and have the appropriate skills to work.

**Conclusion:** Employees who get the good score of employee work target and good work behaviour has a probability to increase their work loyalty compared to employees.

**Keywords:** Compensation, Employee work target, Employee work loyalty.