



ABSTRAK

Latar belakang : Salah satu kebijakan pemerintah dalam upaya pencapaian reformasi birokrasi dengan memberikan remunerasi dalam bentuk tunjangan kinerja kepada pegawai berdasarkan tingkat kehadiran dan sasaran kerja pegawai (SKP). Fokus utamanya adalah cara instansi melakukan tunjangan kinerja dengan dasar evaluasi jabatan yang menghasilkan *job grading* untuk setiap level jabatan, sehingga dapat diketahui *job class* dan *job price* dan menggunakan sistem merit sebagai dasar pemberian tunjangan atas hasil capaian kinerja (*pay for performance*) di Poltekkes Kemenkes Riau.

Tujuan: Untuk mengetahui hubungan antara pemberian tunjangan kinerja dengan kinerja pegawai di Poltekkes Kemenkes Riau.

Metode : Jenis penelitian ini adalah deskriptif analitik menggunakan metode kuantitatif dengan rancangan *cross sectional*. Subjek penelitian adalah pegawai negeri sipil di Poltekkes Kemenkes Riau berjumlah 120 orang. Instrumen penelitian berupa kuesioner, wawancara (untuk mendukung hasil kuantitatif), dan data SKP. Analisis data terdiri dari analisis univariabel dan bivariabel.

Hasil : Hasil analisis uji korelasi Pearson memperoleh nilai $p < 0,05$ dan nilai $r = 0,362$ (CI : 0,196 – 0,508). Artinya, tunjangan kinerja mempunyai hubungan signifikan dengan kinerja pegawai di Poltekkes Kemenkes Riau.

Kesimpulan : Tunjangan kinerja memiliki hubungan yang bermakna dengan kinerja pegawai Poltekkes Kemenkes Riau. Faktor-faktor yang mempengaruhi tunjangan kinerja yaitu nilai dan kelas jabatan, indeks harga nilai jabatan, dan faktor penyeimbang mempunyai korelasi positif dengan kinerja pegawai, sedangkan tingkat capaian reformasi birokrasi dan indeks tunjangan daerah provinsi memiliki korelasi negatif dengan kinerja pegawai. Kelas jabatan (*grade*) mempunyai hubungan yang signifikan dengan kinerja pegawai Poltekkes Kemenkes Riau.

Kata kunci : tunjangan kinerja, kinerja pegawai, sasaran kerja pegawai (SKP), perilaku kerja



ABSTRACT

Background : One of the government's policy in achieving reform of the bureaucracy is to provide remuneration in the form of performance allowance for the employees based on the level of attendance and the employee's performance goals (SKP). The main focus was how agencies conducted performance allowance on the basis of job evaluation that resulted in job grading for each job level, so job class and the job price could be identified and using the merit system as the basis for allowance on the results of the gains (pay for performance) in Poltekkes Kemenkes Riau.

Objectives: To determine the relationship between the the provision of performance allowance to the employee's performance in Poltekkes Kemenkes Riau.

Methods : This was a descriptive quantitaf analytical method with cross sectional design. Subjects were civil servants in the Poltekkes Kemenkes Riau amounted to 120 people. The research instruments were questionnaires, interviews (to support the quantitative results), and SKP data. Data analysis consisted of univariate and bivariate analysis.

Results : Pearson correlation test analysis results obtained p value of 0.000 (< 0.05) and the value of r 0.362 (CI: 0.196 to .508) meaning that performance allowance had a significant relationship with the employee's performance in Poltekkes Kemenkes Riau.

Conclusion : Performance allowance had a significant relationship with the employee's performance. Factors that influence the performance allowance that the job value and job class, the value index position and balancing factor had a positive correlation with employee's performance, while the level bureaucratic reform factors and allowances of provincial index had a negative correlation with employee's performance. Job class (grade) had a significant relationship with the employee's performance in the Poltekkes Kemenkes Riau.

Keywords : performance allowance, employee's performance, employee's performance goals (SKP), work behavior