

**Pengaruh Kompensasi, Budaya Organisasi
Terhadap Kinerja Pegawai Persepsian :
Studi pada PD BPR "Bank Pasar" Kabupaten Sleman**

Wahyuningsih, Wulan. (2007). *Pengaruh Kompensasi, Budaya Organisasi Terhadap Kinerja Pegawai Persepsian : Studi pada PD BPR "Bank Pasar" Kabupaten Sleman*. Yogyakarta: Universitas Gadjah Mada.

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi yang diterima pegawai terhadap Kinerja pegawai, mengetahui pengaruh budaya organisasi terhadap Kinerja pegawai serta pengaruh kompensasi dan budaya organisasi secara bersama-sama terhadap Kinerja pegawai.

Data penelitian diperoleh melalui metode survey terhadap 49 orang karyawan di PD BPR "Bank Pasar" Kabupaten Sleman, sebagai subyek penelitian. Skala Kompensasi, Skala Budaya Organisasi, dan Skala Kinerja merupakan instrument yang digunakan dalam penelitian ini.

Analisis data dilakukan dengan menggunakan Analisis Regresi Linier Berganda dengan bantuan program statistic SPSS versi 2003 edisi Sudjana. Hasil analisis regresi Berdasarkan analisis deskriptif terhadap skor variabel penelitian, tampak bahwa persepsi pegawai PD BPR "Bank Pasar" Kabupaten Sleman terhadap kinerjanya tergolong cukup baik. Persepsi terhadap kompensasi yang diterimanya tergolong baik, dan persepsi terhadap budaya organisasi di lingkungan organisasi tersebut tergolong cukup baik. Kompensasi yang diterima pegawai berpengaruh positif dan signifikan terhadap persepsi kinerja pegawai ($\beta=0.660$; $t=6.626$ dan $p=0.000$). Hal ini menunjukkan bahwa, semakin tinggi kompensasi yang diterima oleh pegawai maka kinerjanya juga akan semakin tinggi. Persepsi terhadap budaya organisasi berpengaruh positif dan signifikan terhadap persepsi kinerja pegawai ($\beta=0.246$; $t=2.466$ dan $p=0.017$). Hal ini menunjukkan bahwa, semakin baik persepsi terhadap budaya organisasi maka kinerjanya juga akan semakin tinggi. Kompensasi dan persepsi terhadap budaya organisasi secara bersama-sama berpengaruh signifikan terhadap persepsi kinerja ($R^2_{adj}=64.7\%$; $F=44.916$; $p=0.000$). Hal ini menunjukkan bahwa, tinggi rendahnya kinerja pegawai di PD BPR "Bank Pasar" Kabupaten Sleman tersebut, 64.7% ditentukan oleh kompensasi dan persepsinya terhadap budaya organisasi sedangkan 35.3% ditentukan oleh variabel-variabel lain selain kedua variabel tersebut.

Kata Kunci : *Kompensasi, Budaya Organisasi dan Kinerja Pegawai.*

**The Impact of Compensation, Culture of Organization
toward Perception of Employee's Performance
Study at PD BPR "Bank Pasar" District of Sleman**

Wahyuningsih, Wulan (2007). *The Impact of Compensation, Culture of Organization toward Perception of Employee's Performance: Study at PD BPR "Bank Pasar" District of Sleman*, Yogyakarta: Gadjah Mada University.

ABSTRACT

The study is to find out the employee's performance caused by the impact of the compensation, the influence of culture of organization obtained and the effect of both compensation and culture of organization toward the performance of employees.

Data study is obtained through the survey methods over 49 employees in PD BPR "Bank Pasar" District of Sleman, Yogyakarta as a subject of study. The tools used on the study are compensation scale, culture of organization scale and performance scale.

Data analyzes used the doble linear regression analyzes supported by the program of SPSS statistic version of 2003, Sudjana edition. Analyze result based on descriptive analyze over variable score of study showed that perception of employees PD BPR "Bank Pasar" District of Sleman, Yogyakarta over their performance is classified as good enough, as well as the perception of the compensation accepted and the perception toward culture of organization in their organizational atmosphere. The Compensation accepted by the employees showed a positive and significant impact to their performance perception ($\beta=0.660$; $t=6.626$ and $p=0.000$). It shows that, the higher compensation accepted the higher performance. The perception over the culture of organization showed a positive and significant to the perception of employees performance ($\beta=0.246$; $t=2.466$; and $p=0.017$). It means that the better perception over the culture of organization, the better performance. Both of the compensation and the perception over the culture of organization showed the significant influence to the performance perception ($R^2_{adj}=64.7\%$; $F=44.916$; $p=0.000$). It showed that the measure of high or low of the employees performance in PD BPR "Bank Pasar" District of Sleman, Yogyakarta, 64,7% was determined by the compensation and their performance toward the culture of organization, meanwhile 35,3% was determined by other variables outside of the two variables mentioned.

Key Words: *Compensation, Culture of Organization and Performance.*