

PENGARUH GAJI, INSENTIF, KEPEMIMPINAN, MOTIVASI DAN LINGKUNGAN KERJA TERHADAP PRESTASI KERJA KARYAWAN BULOG (SUB DIVRE WILAYAH V) KEDU

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ABSTRACT

Performance employees do not get out of appraisal, which employees Performance Appraisal can be improved by using factors able to motivate employees. Research target is to know variable influence Salary, Incentive, Leadership, Motivation And Environment Work To Performance Appraisal Employees. Elementary at amount of Bulog employees (Regional Sub Divre of V) Kedu which is small relative, hence in this research can be expressed that population at the same time as sampel., that is counted 30 employees people. method Intake of sampel in this research use Saturated Sampling. Method Analysis used by Multiple Regressions. Result of analysis which have is to be obtained that, there are influence which is signifikan from free variable consisting of Salary variable, Incentive, Leadership, Motivation And Environment Work to variable tied, Performance Appraisal by simultan and parsial.. Dominant Variable analysis indicate that Leadership variable represent variable owning influence most dominant. Leadership have big enough share to support reaching of company performance.

Keyword : Salary, Incentive, Leadership, Motivation, Environmental Work, Performance Appraisal

PENDAHULUAN

Persoalan kinerja karyawan tidak lepas dari prestasi kerja karyawan, yang mana prestasi kerja karyawan dapat ditingkatkan dengan menggunakan faktor-faktor yang dapat memotivasi karyawan dalam meningkatkan semangat kerja. Dewasa ini, banyak usaha yang

dilakukan oleh organisasi untuk dapat mencapai kinerja (*performance*) yang tinggi, melalui perbaikan kinerja individu yang ada didalamnya. Usaha perbaikan kinerja individu ini dilakukan dengan berbagai cara diantaranya dengan pemberian motivasi melalui pemberian kompensasi finansial (gaji, insentif, pembayaran prestasi), dan pemberian kompensasi dalam bentuk non finansial.