

ABSTRACT

The purpose of this study was to analyze the influence of motivation, discipline and work performance of employee compensation against the Ministry of Legal Affairs and Human Rights. The research method is based on a combination of descriptive and causal.

The research was conducted on 110 public agency employees Ministry of Law and Human Rights Republic of Indonesia, located in the building of the Secretariat General of Legal Affairs and Human Rights Republic of Indonesia Jl. Rasuna Said Kav 6-7 Brass, South Jakarta.

The results of this study showed that motivation significantly influence the performance, labor discipline and significant effect on the performance of compensation have a significant effect on performance. But when combined motivation and compensation was a significant effect on the performance of labor discipline while no significant effect.

The results of data analysis concluded that the respondent is necessary motivation to work and studied further. Labor discipline is not a problem because the awareness of employees have started to form. Payments system performance should be assessed both in terms of time, so the impact assessment of the payment system for both the performance of employees.

Advice, further studies need to develop human resources in order to further enhance employee quality of work.

Key words: quality of human resources, motivation, discipline, work, benefits and performance of employee performance.

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ABSTRAK

Tujuan penelitian ini adalah untuk menganalisa pengaruh motivasi kerja, disiplin kerja dan kompensasi terhadap kinerja pegawai Kementerian Hukum dan Ham RI. Metode penelitian berdasarkan kombinasi antara deskriptif dan kausal

Penelitian ini dilakukan terhadap 110 pegawai biro umum Kementerian Hukum dan Ham RI yang berlokasi di gedung Sekretariat Jenderal Hukum dan Ham RI Jl. Rasuna Said Kav 6-7 Kuningan, Jakarta Selatan.

Hasil penelitian ini menunjukkan bahwa motivasi kerja berpengaruh signifikan terhadap kinerja, disiplin kerja berpengaruh signifikan terhadap kinerja dan kompensasi berpengaruh signifikan terhadap kinerja. Tetapi bila digabungkan ternyata motivasi dan kompensasi berpengaruh signifikan terhadap kinerja sedangkan disiplin kerja tidak berpengaruh signifikan terhadap .

Hasil analisa data responden disimpulkan bahwa motivasi kerja sangat perlu dilakukan dan dikaji lebih lanjut. Disiplin kerja bukan merupakan masalah karena kesadaran pegawai sudah mulai terbentuk. Sistem pembayaran tunjangan kinerja perlu dikaji baik dari segi waktu, penilaian sistem pembayaran sehingga berdampak baik bagi kinerja pegawai.

Saran, perlu kajian lanjut untuk mengembangkan SDM pegawai agar lebih meningkatkan kualitas kerja.

Kata Kunci: kualitas SDM, motivasi kerja, disiplin kerja, tunjangan kinerja dan kinerja pegawai.



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