

ABSTRACT

Analysis of Motivation, Training and Compensation Effect against Performance of Center Management Information Systems Officer in the Ministry of Transportation.

This objective of the research is to analyze and disclose the influence of Motivation, Training and Compensation Effect against Performance of Center Management Information Systems Officer in the Ministry of Transportation.

This study used survey method with associative study paradigm and quantitative data analysis and data collection techniques using questionnaires and literature study. The population represent the central Human Resources Information Systems manager at the Ministry of Transportation totalling of 30 employees, used multiple regression analysis method and program SPSS 17 to process the data.

The results is there will be a positive influence between motivation, training and compensation partially or collectively, and performance of center management Information Systems Officer in the Ministry of Transportation equally.

Keywords : *Motivation, Training, Compensation and Performance*

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ABSTRAK

Analisis Pengaruh Motivasi, Pelatihan dan Kompensasi terhadap Kinerja Pegawai Pengelola Sistem Informasi Kepegawaian pusat di Kementerian Perhubungan.

Penelitian ini bertujuan untuk menganalisis dan mengungkapkan pengaruh Motivasi, Pelatihan dan Kompensasi terhadap Kinerja Pegawai Pengelola Sistem Informasi Kepegawaian pusat di Kementerian Perhubungan.

Penelitian menggunakan metode survey dengan studi paradigma asosiatif dan analisis data kuantitatif serta teknik pengumpulan data menggunakan kuesioner dan studi pustaka. Populasi penelitian adalah pegawai pengelola Sistem Informasi Kepegawaian pusat di Kementerian Perhubungan yang berjumlah 30 pegawai, dan diolah dengan metode analisis regresi berganda serta menggunakan Program SPSS 17.

Hasil yang didapat bahwa ada pengaruh positif variabel motivasi, pelatihan dan kompensasi baik secara parsial maupun secara bersama sama terhadap kinerja pegawai pengelola Sistem Informasi Kepegawaian pusat di Kementerian Perhubungan.

Kata Kunci : *Motivasi, Pelatihan, Kompensasi dan Kinerja*

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