

ABSTRAK

Penelitian dilakukan untuk mengetahui pengaruh kompetensi dan kompensasi terhadap kinerja pengelola pengadaan barang/jasa pada Kementerian Agama Republik Indonesia dengan jumlah sampel sebanyak 105 responden. Metode yang digunakan dalam penelitian ini adalah analisis deskriptif dengan metode pengumpulan data melalui studi pustaka, observasi, interview. Analisis yang dilakukan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, uji korelasi dan uji regresi dengan pengolahan datanya menggunakan bantuan program SPSS ver.21.00

Hasil analisis penelitian menunjukkan bahwa secara parsial kompetensi dianggap penting dan berpengaruh signifikan dalam meningkatkan kinerja pengelola pengadaan barang/jasa yaitu sebesar 0.464. Hasil analisis secara parsial kompensasi dianggap penting dan berpengaruh signifikan dalam meningkatkan kinerja pengelola pengadaan barang/jasa yaitu sebesar 0.268. Hasil analisis secara simultan kompetensi dan kompensasi dianggap penting dan berpengaruh signifikan dalam meningkatkan kinerja pengelola pengadaan barang/jasa yaitu sebesar 25.5%, sedangkan sisanya sebesar 74.5% dijelaskan oleh variabel lain yang tidak diteliti.

Kata kunci : Kompetensi, Kompensasi dan Kinerja Pengelola Pengadaan Barang/jasa.



ABSTRACT

The study was conducted to determine the effect of competency and compensation toward procurement employee performance at Ministry of Religious Affairs Republic of Indonesia Central Office with a total sample of 105 respondents was taken with methode population. The method used in this study is a descriptive analysis of the methods of data collection through literature review, observation, interview. Analysis was conducted on the validity, reliability test, the classic assumption test, correlation and regression testing by processing the data using SPSS ver.21.00

Results of the analysis showed that competency is partially considered important and significant effect in improving procurement employee performance that is equal to 0.464. Partial results of the analysis of compensation is considered an important and significant effect in improving procurement employee performance that is equal to 0.268. Results of simultaneous analysis of competency and compensation are considered important and significant effect in improving employee performance that is equal to 25.5%, while the remaining 74.5% is explained by other variables not examined.

Keywords: Competency, Compensation, and Procurement Employee Performance

