

ABSTRAK

Rita Erninda 15416261201014. Pengaruh Promosi Jabatan Struktural dan Kompensasi Kerja Terhadap Kinerja Pegawai Di Dinas Tenaga Kerja dan Transmigrasi Kabupaten Karawang. Di bawah bimbingan dosen Wanta, SE., MM. dan Flora Patricia Anggela, SE., M.M.

Skripsi ini diharapkan dapat memberikan sumbangan bagi pengembangan ilmu manajemen khususnya; pengembangan tatakelola kelembagaan, tatakelola perusahaan milik negara, kepemimpinan yang professional, manajemen strategik, manajemen pemasaran, manajemen Sumber Daya Manusia, dan ilmu ekonomi pada umumnya.

Penelitian dilakukan Dinas Tenaga Kerja dan Transmigrasi Kabupaten Karawang yang memiliki total pegawai 112 pegawai. Dengan jumlah responden yang digunakan sebanyak 87 pegawai. Dari hasil analisis data penelitian, diperoleh beberapa kesimpulan sebagai berikut:

1. Terdapat pengaruh parsial antara promosi jabatan struktural terhadap kinerja pegawai Disnakertrans Kabupaten Karawang. Dibuktikan dengan nilai $t_{hitung} \geq t_{tabel}$ atau $11,053 \geq 1,663$ dengan tingkat signifikansi 0,000 dibawah nilai (α) 0,05. Serta terdapat pengaruh langsung dengan nilai sebesar 0,501, sedangkan pengaruh tidak langsung sebesar 0,118.
2. Terdapat pengaruh parsial antara variabel kompensasi terhadap kinerja pegawai Disnakertrans Kabupaten Karawang. Dibuktikan dengan nilai $t_{hitung} \geq t_{tabel}$ atau $3,987 \geq 1,663$ dengan tingkat signifikansi 0,000 dibawah nilai (α) 0,05. Terdapat pengaruh langsung dengan nilai sebesar 0,065 dan pengaruh tidak langsung dengan nilai sebesar 0,118.
3. Promosi jabatan struktural dan kompensasi terhadap kinerja pegawai Disnakertrans Kabupaten Karawang ditentukan berdasarkan nilai $F_{hitung} \geq F_{tabel}$ atau $169,735 \geq 3,95$ dengan tingkat signifikansi 0,000 dibawah nilai (α) 0,05. Serta total pengaruh langsung dan tidak langsung promosi jabatan struktural dan kompensasi sebesar 0,802.

Kata kunci: **Promosi Jabatan Struktural, Kompensasi, Kinerja Pegawai**

ABSTRACT

Rita Erninda 15416261201014. The Effect of Structural Position Promotion and Work Compensation on Employee Performance at the Manpower and Transmigration Office of Karawang Regency. Under the guidance of lecturer Wanta, SE., MM. and Flora Patricia Anggela, SE., M.M.

This thesis is expected to contribute to the development of management science in particular; institutional management development, governance of state-owned companies, professional leadership, strategic management, marketing management, Human Resource management, and economics in general.

The research was carried out by the Department of Manpower and Transmigration of Karawang Regency which had a total of 112 employees. With the number of respondents used as many as 87 employees. From the results of research data analysis, some conclusions are obtained as follows:

- 1. There is a partial influence between structural promotion to the performance of the Disnakertrans employees in Karawang Regency. It is proven by the value of $t_{count} \geq t_{table}$ or $11.053 \geq 1.663$ with a significance level of 0,000 under the value (α) of 0.05. And there is a direct influence with a value of 0.501, while the indirect effect is 0.118.*
- 2. There is a partial influence between the compensation variables on the performance of the Disnakertrans employees in Karawang Regency. It is proven by the value of $t_{count} \geq t_{table}$ or $3.987 \geq 1.663$ with a significance level of 0.000 under the value (α) of 0.05. There is a direct effect with a value of 0.065 and an indirect effect with a value of 0.118.*
- 3. Promotion of structural positions and compensation for the performance of Disnakertrans employees in Karawang Regency is determined based on the value of $F_{count} \geq F_{table}$ or $169,735 \geq 3.95$ with a significance level of 0,000 under the value (α) of 0.05. As well as the total direct and indirect influence of structural promotions and compensation of 0.802.*

Keywords: Promotion of Structural Position, Compensation, Employee Performance