

Analisis Pengaruh Insentif Terhadap Kinerja Pegawai Di Badan Keuangan Dan Aset Daerah Kabupaten Bantul

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Insentif sebagai alat motivasi untuk mendorong para pegawai untuk berkerja optimal dalam sebuah Instansi pemerintah. Tugas Akhir ini berjudul “Analisis Pengaruh Insentif Terhadap Kinerja Pegawai di Badan Keuangan dan Aset Daerah (BKAD) Kabupaten Bantul”. Insentif di Badan Keuangan dan Aset Daerah berupa Tambahan Penghasilan Berdasarkan Prestasi Kerja (TPBPK). Tujuan Tugas Akhir ini adalah untuk mengetahui pemberian insentif dan kinerja pegawai di Badan Keuangan dan Aset Daerah Kabupaten Bantul. Pemberian insentif atau TPBPK dibayarkan kepada pegawai yang besarnya ditentukan berdasarkan jabatan, kelas jabatan, kehadiran dan tambahan penghasilan statis. Berdasarkan hasil analisis penerimaan TPBPK terhadap kinerja pegawai menunjukkan bahwa koefisien regresi bernilai positif menunjukkan bahwa arah pengaruhnya positif. Kinerja pegawai rata-rata diatas 90-100% maka kinerja pegawai di BKAD bedasarkan kehadiran baik.

Kata kunci: Insentif, Pemberian Insentif dan Kinerja Pegawai

Analysis of the Effect of Incentives on Employee Performance in the Regional
Financial and Asset Agency (BKAD) of Bantul Regency

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Incentives is a motivational tool to encourage employees to work optimally in a government agency. This Final Project is entitled "Analysis of the Effect of Incentives on Employee Performance in the Regional Financial and Asset Agency (BKAD) of Bantul Regency". Incentives in Regional Financial and Asset Agencies are in the form of Additional Income Based on Work Achievement (TPBPK). The purpose of this Final Project is to find out the incentives and performance of employees in the Regional Finance and Asset Agency in Bantul Regency. The provision of incentives or TPBPK is paid to employees whose amount is determined based on position, class of office, attendance and additional static income. Based on the results of the analysis of TPBPK receipts on employee performance it shows that the regression coefficient is positive, indicating that the direction of influence is positive. The average employee's performance is above 90-100% so the performance of employees at BKAD is based on good attendance.

Keywords: Incentives, giving incentives and employee performance