

PERSEPSI KARYAWAN TERHADAP INSENTIF PADA PT SUMBER PANGAN GISINDO

Fitri Wayati

Abstrak

Penelitian ini bertujuan untuk mengetahui persepsi karyawan terhadap insentif pada PT Sumber Pangan Gisindo. Teknik yang digunakan dalam pengambilan sampel adalah *simple random sampling* yaitu teknik pengambilan data dilakukan secara acak tanpa memperhatikan strata yang ada dalam populasi tersebut. Populasi dalam penelitian ini adalah karyawan PT Sumber Pangan Yogyakarta sebanyak dari 152 karyawan. Sampel dalam penelitian ini adalah karyawan dibagian pengiriman barang yaitu *driver* kirim dan *helper* kirim sebanyak 34 karyawan. Pendekatan yang digunakan dalam penelitian ini yaitu deskriptif kualitatif dengan metode studi kasus. Berdasarkan hasil uji *aritmatik mean*, disimpulkan bahwa persepsi karyawan terhadap insentif pada PT Sumber Pangan Gisindo di bagian pengiriman barang dinilai kurang baik, karena nilai keseluruhan memiliki rata rata 2,495. Artinya keseluruhan indikator insentif PT Sumber Pangan Gisindo bagian pengiriman di persepsikan kurang baik oleh karyawan PT Sumber Pangan Gisindo bagian pengiriman barang. Pada indikator nilai tertinggi ada pada pernyataan karyawan yang bekerja lebih efisien akan memperoleh insentif lebih besar dengan skor 3,06 termasuk kategori baik. Berarti karyawan PT Sumber Pangan Gisindo sangat setuju jika perusahaan memberikan insentif sesuai dengan pencapaian kinerja karyawan. Pada indikator nilai terendah adalah insentif yang diterima sekarang sesuai dengan waktu kerja, skor dari pernyataan tersebut 1,76 termasuk dalam kategori kurang baik. Berarti insentif yang di terima karyawan PT Sumber Pangan Gisindo belum sesuai dengan waktu kerja karyawan.

Kata Kunci: Persepsi, Insentif

EMPLOYEE PERCEPTION TOWARD INCENTIVE AT PT SUMBER PANGAN GISINDO

Fitri Wayati

Abstract

This study aims to know the employee perceptions toward incentives at PT Sumber Pangan Gisindo. Methods used in sampling is simple random sampling, that is a technique of data retrieval which is done randomly regardless of the strata that exists in the population. Population in this study were the employees of PT Sumber Pangan Gisindo Yogyakarta amounting to 152 employees. Sample of this research were the employees in the shipping department, namely the sending driver and sending helper amounting to 34 employees. The approach used in this study is descriptive qualitative with a case study method. The results of this study are employee perceptions toward incentives at the PT Sumber Pangan Gisindo in the delivery of goods are as follows: Based on arithmetic mean test results, it was concluded that employees perceptions toward incentives at PT Sumber Pangan Gisindo in the shipping department were considered to be poor. Because the overall value had an average of 2,495 meaning that the overall incentive indicators for delivery department were poorly perceived by PT Sumber Pangan Gisindo employees. The highest value indicator is the statement that employees who work more efficiently will get greater incentives with a score of 3.06 is included in good categories. It means that PT Sumber Pangan Gisindo employees strongly agree if the company provides incentives in accordance with the achievement of employee performance. The lowest value indicator is on the incentive received now in accordance with the work time, the score of the statement is 1,76 and as included in poor category. It means that the incentives received by PT Sumber Pangan Gisindo employees are not yet in accordance with employee work time.

Keywords: Perception, Incentive