

Pengaruh Insentif Terhadap Kinerja Pegawai Di Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Sleman

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Laporan Tugas Akhir ini bertujuan untuk mengetahui pengaruh pemberian insentif (X) terhadap kinerja (Y) pegawai di Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Sleman. Penelitian ini merupakan jenis penelitian eksplanasi, yaitu penelitian yang melihat pengaruh variabel independen terhadap variabel dependen. Populasi dalam penelitian ini adalah pegawai di Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Sleman, sedangkan sampel dalam penelitian ini adalah Pegawai Negeri Sipil (PNS). Data dalam penelitian ini adalah Tambahan Penghasilan Berdasarkan Prestasi Kerja (TPBPK) dan kinerja pegawai yang telah ada yang berupa Sasaran Kerja Pegawai (SKP) yang diperoleh dari arsip yang tersedia di Dinas Koperasi, Usaha Kecil dan Menengah Kabupaten Sleman. Metode analisis data yang digunakan yaitu uji regresi linear sederhana. Analisis diuji dengan uji F, uji T, uji determinasi (R^2). Berdasarkan uji T insentif (X) berpengaruh secara positif dan signifikan terhadap kinerja pegawai (Y). Berdasarkan uji F insentif (X) berpengaruh secara positif dan signifikan terhadap kinerja pegawai (Y). Melalui pengujian koefisien determinasi diperoleh *Adjusted R Square* (R^2) sebesar 20,9%, sedangkan sisanya 79,1% dipengaruhi oleh variabel yang tidak diteliti dalam penelitian ini.

Kata kunci: Insentif, dan Kinerja Pegawai

***Effect of Incentives on Employee Performance
in the Office of Cooperatives, Small and Medium Enterprises in Sleman Regency***

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This Final Project Report aims to determine the effect of giving incentives (X) to the performance (Y) of employees in the Office of Cooperatives, Small and Medium Enterprises in Sleman Regency. This research is a type of explanatory research, namely research that looks at the effect of independent variables on the dependent variable. The population in this study were employees in the Office of Cooperatives, Small and Medium Enterprises in Sleman Regency, while the sample in this study was Civil Servants (PNS). The data in this study are Additional Income Based on Job Performance (TPBPK) and existing employee performance in the form of Employee Work Targets (SKP) obtained from archives available at the Office of Cooperatives, Small and Medium Enterprises in Sleman Regency. The data analysis method used is a simple linear regression test. The analysis was tested by F test, T test, determination test (R^2). Based on the T-test the incentive (X) has a positive and significant effect on employee performance (Y). Based on the F test the incentive (X) has a positive and significant effect on employee performance (Y). Through testing the coefficient of determination obtained Adjusted R Square (R^2) of 20.9%, while the remaining 79.1% is influenced by variables not examined in this study.

Keywords: Incentives, and Employee Performance