

ABSTRAK

Penelitian ini dimaksudkan untuk mengetahui Pengaruh Remunerasi, Kebijakan dan Administrasi Perusahaan Serta Pengupahan Terhadap Kinerja Karyawan di Rumah Sakit Siti Khodijah Muhammadiyah Cabang Sepanjang baik secara parsial maupun secara simultan. Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif yaitu, penelitian yang menekankan pada pengujian hipotesa dengan alat analisa metode statistic dan menghasilkan kesimpulan yang dapat di generalisasikan. Sampel pada penelitian ini adalah karyawan non medis di rumah sakit siti khodijah, sample responden dalam penelitian ini menggunakan teknik Proportionate Stratified Random Sampling. Alat Uji yang di gunakan adalah teknik analisis regresi linier berganda dengan software SPSS 18.0. Setelah di lakukan pengujian atas hipotesis yang diajukan, maka di peroleh nilai koefisien regresi remunerasi sebesar -0.232, variabel kebijakan dan administrasi perusahaan sebesar 0.645, variabel pengupahan sebesar 0.652 dan nilai Uji F sebesar $F_{hitung} 10.355 > F_{tabel} 1.39$ dengan tingkat signifikansi sebesar $0.000 < 0.50$ yang artinya variabel remunerasi, kebijakan administrasi, pengupahan mempengaruhi kinerja karyawan. Hasil Uji T remunerasi $t_{hitung} = -1.253 > t_{tabel} = 1.66023$ variabel kebijakan administrasi $t_{hitung} = 3.870 > t_{tabel} = 1.66023$ variabel pengupahan $t_{hitung} = 2.210 > t_{tabel} = 1.66023$ yang artinya variabel remunerasi, kebijakan dan administrasi perusahaan, pengupahan mempengaruhi kinerja secara parsial. Dan pada penelitian ini ternyata variabel pengupahan yang paling mempengaruhi kinerja.

Keywords : Remunerasi, Kebijakan administrasi, Pengupahan, Kinerja

ABSTRACT

This study is intended to determine the effect of remuneration, policy and administration of the company and remuneration on employee performance at the Muhammadiyah branch of Siti Khodijah Hospital, both partially and simultaneously. This research was conducted using a quantitative approach, namely, research that emphasized the hypothesis testing with statistical method analysis tools and produced conclusions that could be generalized. The sample in this study was a non-medical employee at the Siti Khodijah Hospital, the sample of respondents in this study used the Proportionate Stratified Random Sampling technique. The test tool used is a multiple linear regression analysis technique with SPSS 18.0 software. After testing the proposed hypothesis, the remuneration regression coefficient value is -0.232, the policy variable and company administration is 0.645, the pay variable is 0.652 and the value is F test for F count 10.355 > Ftable 1.39 with a significance level of 0.000 < 0.50 which means variable remuneration, administrative policy, wages affect employee performance. Remuneration T Test results t count = -1.253 > t table = 1.66023 administrative policy variables t count = 3.870 > t table = 1.66023 wage variables t count = 2.210 > t table = 1.66023 which means remuneration variables, company policies and administration, wages affect performance partially. And in this study it turns out that wage variables most influence performance.

Keywords: Remuneration, Administrative Policy, Wages, Performance