

**LEMBAR PERSETUJUAN PEMBIMBING**

**SKRIPSI**

**PENGARUH PEMBERIAN REMUNERASI TERHADAP KINERJA  
PEGAWAI  
(Survey Pada Pegawai Administrasi Universitas Negeri Gorontalo)**

Oleh

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## **Abstrak**

**Abd. Rahmat Kadir. NIM 931411252. 2015.** Pengaruh Pemberian Remunerasi Terhadap Kinerja Pegawai (Survey Pada Pegawai Administrasi Universitas Negeri Gorontalo). Skripsi, Program Studi S1 Manajemen, Fakultas Ekonomi, Universitas Negeri Gorontalo. Pembimbing I Dr. Muchtar Ahmad, M.Si dan pembimbing II Rizan Machmud, S.Kom, M.Si.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh remunerasi terhadap kinerja pegawai pada pegawai universitas negeri gorontalo. Penelitian ini dilakukan dengan kuantitatif, melalui regresi sederhana antara variabel remunerasi (X) dan variabel kinerja pegawai (Y). Teknik pengumpulan data yang digunakan adalah melalui observasi, wawancara, dan kuesioner. Jumlah sampel dalam penelitian ini yakni sebanyak 71 orang merupakan pegawai di Univesritas Negeri Gorontalo. Pengolahan data dalam penelitian ini menggunakan bantuan program SPSS versi 21.

Berdasarkan hasil penelitian dan analisis data persamaan regresi yang dihasilkan yakni  $\hat{Y} = 11,662 + 0,420 X$ . Dalam hal ini hipotesis penelitian terdapat pengaruh positif signifikan antara variabel X (remunerasi) terhadap variabel Y (kinerja pegawai) pada pegawai administrasi universitas negeri gorontalo terbukti dan dapat diterima dengan tingkat korelasi = 535. Dan nilai signifikan t hitung = 5,265 > t tabel = 1,994 dengan tingkat probabilitas  $\alpha = 0,05$ . Kemudian nilai determinasi  $r = 28,7\%$  yang menunjukkan presentasi variabel X (remunerasi) terhadap variabel Y (kinerja pegawai), sedangkan presentase sebesar 71,3% dipengaruhi oleh faktor lain. Untuk itu perlunya pembenahan dari dan oleh pimpinan dalam kebijakan remunerasi di Universitas Negeri Gorontalo dalam rangka untuk meningkatkan hasil pekerjaan (kinerja) pegawai

***Kata kunci : remunerasi, kinerja pegawai***

## ABSTRACT

**Abd. Rahmat Kadir. Nim 931411252. 2015.** The Influence of Giving the Remuneration toward Employee's Performance (Survey on Administration Employees of State University of Gorontalo). Skripsi, Bachelor Study Program of Management, Faculty of Economics, State University of Gorontalo. Principle supervisor was Dr. Muchtar Ahmad, M.Si and Co supervisor was Rizan Machmud, S.Kom, M.Si.

This research aimed at investigating the influence of giving the remuneration toward employee's performance at State University of Gorontalo. The method of this research was quantitative by having simple regression between remuneration variable (X) and employees' performance variable (Y) as technique of data analysis. The techniques of collecting data were observation, interview, and questionnaire. Samples of research were 71 employees of State University of Gorontalo. The data were processed by the support of SPSS 21 version program.

Based on research result and data analysis, it gained the regression equation as  $\hat{Y} = 11,662 + 0,420 X$ . In this case, the hypothesis of research that stated that there was significant and positive influence of X variable (remuneration) toward Y variable (employees' performance) on administration employees of State University of Gorontalo was proved and can be accepted with the level of correlation as 535. And significant value gained t count = 5,265 > t table = 1,994 with at  $\alpha = 0,05$ . Then the determination value (r) as 28,7% showed the percentage of X variable (remuneration) toward Y variable (employees' performance). Meanwhile, the rest 71,3% was influenced by other factors. Therefore, the improvement of remuneration policy at State University of Gorontalo to increase the employees' performance by the head of the University is needed.

**Keywords: Remuneration, Employee's Performance**

