

Analisis Pengaruh Iklim Kerja dan Pemberian Insentif Terhadap Kepuasan Kerja Karyawan di Perguruan Tinggi XXX

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ABSTRACT

Human resource issues are the highlight and focus for a company to survive. Human resources are the main and main role in every company activity. Despite the many facilities and infrastructure as well as other resources, without the support of human resources the company's activities will not run well. Human resources at XXX Higher Education are very important and very valuable assets, therefore serious and continuous attention is needed so that the achievement of maximum work results can be realized. The support of leaders involved in human resource management is very important. Changes in the organizational environment or changes in the work climate that are so fast that employees cannot follow the rhythm of work. Employees perceive changes in the work climate as stifling creativity and habits that have been ingrained for years and consider the new management no better than the previous management. Research "Analysis of the Effect of Work Climate and Incentive Provision on Job Satisfaction with Motivation as an intermediate variable in XXX Higher Education, put forward several conclusions based on the results of data processing and analyzed using the Structural Equation Model (SEM) can be drawn the following conclusions that in testing the relationship between Incentive Provision and Work Climate, Incentive Provision has a positive and significant effect on the Work Climate in XXX Higher Education. In testing the relationship between Work Climate and Job Satisfaction, Work Climate has a positive and significant effect on the marketing environment in XXX Higher Education. In testing the relationship between Incentive Provision and Job Satisfaction, Incentive Provision does not have a direct positive effect, but there is an indirect and insignificant effect on Employee Job Satisfaction in Higher Education XXX. Thus this study did not succeed in confirming previous studies. In testing the relationship between Job Climate and Job Satisfaction. The Relationship of Occupational Climate does not have a direct positive effect, but has an indirect and insignificant relationship with Job Satisfaction in Higher Education XXX. In testing the relationship between Job Climate and Job Satisfaction, Job Climate has a positive and insignificant effect on Job Satisfaction in Higher Education XXX.

Keywords: Human Resources, Work Climate, Incentives

ABSTRAK

Persoalan sumber daya manusia menjadi sorotan maupun tumpuan bagi sebuah perusahaan untuk tetap dapat bertahan. Sumber daya manusia merupakan peran utama dan pokok dalam setiap kegiatan perusahaan. Meskipun banyaknya sarana dan prasarana serta sumber daya yang lainnya, tanpa dukungan sumber daya manusia kegiatan perusahaan tidak akan berjalan dengan baik. Sumber daya manusia di Perguruan Tinggi XXX merupakan aset yang sangat penting dan sangat berharga, oleh karenanya sangat diperlukan perhatian yang serius dan berkelanjutan agar pencapaian hasil kerja secara maksimal dapat terwujud. Dukungan Pimpinan yang terlibat dalam pengelolaan sumber daya manusia sangat penting. Adanya perubahan lingkungan organisasi atau berubahnya iklim kerja yang begitu cepat menjadikan karyawan tidak dapat mengikuti irama pekerjaan. Karyawan menganggap perubahan iklim kerja memasung kreatifitas dan kebiasaan yang telah tertanam bertahun-tahun dan menganggap manajemen baru tidak lebih baik dari manajemen sebelumnya. Penelitian "Analisis Pengaruh Iklim Kerja dan Pemberian Insentif Terhadap Kepuasan Kerja dengan Motivasi sebagai variabel antara di Perguruan Tinggi XXX, mengemukakan beberapa kesimpulan berdasarkan hasil pengolahan data dan dianalisa menggunakan Structural Equation Model (SEM) dapat ditarik kesimpulan sebagai berikut bahwa Dalam pengujian hubungan Pemberian Insentif dan Iklim Kerja, Pemberian Insentif berpengaruh positif dan signifikan terhadap Iklim Kerja di Perguruan Tinggi XXX. Dalam pengujian hubungan Iklim Kerja dan Kepuasan Kerja, Iklim Kerja berpengaruh positif dan signifikan terhadap lingkungan pemasaran di Perguruan Tinggi XXX. Dalam pengujian hubungan