

Pengaruh reward management system dan motivasi terhadap kinerja karyawan (studi kasus direktorat information and technology PT. Telekomunikasi Selular Telkomsel) = The influence of reward management system and motivation of employees performance (case study: directorate of information and technology in PT. Telekomunikasi Selular Telkomsel)

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Abstrak

Penelitian ini berfokus pada pengaruh Reward Management System dan motivasi terhadap kinerja karyawan yang ada di direktorat information and technology PT Telekomunikasi Selular- Telkomsel. Penelitian ini melibatkan 120 responden yang berada di kantor pusat Telkomsel di Jakarta. Pengolahan data dalam penelitian ini menggunakan Structural Equational Modeling (SEM) dengan program Lisrel 8.5.1.

Hasil penelitian ini menunjukkan bahwa Reward Management System yang diukur melalui dua dimensi, yakni financial reward dan non-financial reward, memiliki pengaruh yang positif dan signifikan terhadap motivasi. Motivasi juga memiliki pengaruh yang positif dan signifikan terhadap kinerja. Namun Reward Management System berpengaruh positif tetapi tidak signifikan terhadap kinerja. Penelitian ini menunjukkan bahwa di PT Telkomsel Reward Management System hanya akan berpengaruh jika dimediasi oleh motivasi.

.....The purpose of this study is to identify the influence of reward management system and motivation of employees performance who works in Directorate of Information and Technology at PT Telekomunikasi Selular- Telkomsel. This research involves 120 respondents who works at head office of PT Telkomsel in Jakarta. Data process in this research use Structural Equational Modeling (SEM) in Lisrel 8.5.1. programme.

The results of this research indicate that Reward Management System which is measured by two dimension; financial reward and non financial reward, have positive influence and significant to the motivation. Motivation also has positive influence and significant to the employees performance. Reward Management System influence positively but not significant to the employees performance. This research indicate that Reward Management System in PT Telkomsel can only be influenced if mediated by motivation.