

## Persepsi karyawan perpustakaan terhadap penilaian kinerja dan pemberian kompensasi

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### Abstrak

Penilaian kinerja karyawan perpustakaan merupakan fenomena baru dalam dunia perpustakaan khususnya manajemen perpustakaan. Perpustakaan UI mulai tahun 2003 sudah menerapkan penilaian kinerja dan belum pernah dievaluasi apakah hasilnya positif atau negatif.

Penelitian ini bertujuan untuk (1) mengidentifikasi persepsi karyawan perpustakaan terhadap penilaian kinerja di Perpustakaan UI dan (2) mengidentifikasi persepsi karyawan perpustakaan terhadap pemberian kompensasi di Perpustakaan UI.

Populasi dalam penelitian ini adalah seluruh karyawan Perpustakaan UI yang berjumlah 35 orang. Penarikan sampel penelitian dilakukan dengan teknik purposive sampling, dan jumlah responden yang ditetapkan sebanyak 34 orang.

Penelitian ini menggunakan pendekatan survei dengan instrumen pengumpulan datanya berupa kuesioner dan wawancara. Skala pengukuran yang digunakan adalah Skala Likert. Data dianalisis menggunakan teknik analisis statistik deskriptif, sementara signifikansi perbedaan persepsi diuji dengan menggunakan uji Nest dan oneway ANOVA.

Hasil analisis menunjukkan bahwa, persepsi karyawan perpustakaan terhadap penilaian kinerja, adalah negatif dengan angka rata-rata 2,00. Sementara itu, persepsi karyawan perpustakaan terhadap pemberian kompensasi juga negatif, dengan angka rata-rata 2,50. Hasil uji signifikansi perbedaan persepsi dalam hal persepsi karyawan perpustakaan terhadap penilaian kinerja, berdasarkan karakteristik responden tidak menunjukkan perbedaan yang nyata. Sementara itu, persepsi karyawan perpustakaan terhadap pemberian kompensasi, berdasarkan karakteristik responden juga tidak menunjukkan perbedaan nyata, dengan signifikansi di atas taraf nyata 0,05.

Berdasarkan analisis tersebut, dapat disimpulkan bahwa (1) persepsi karyawan perpustakaan terhadap penilaian kinerja di Perpustakaan UI adalah negatif (2) persepsi karyawan perpustakaan terhadap pemberian kompensasi di Perpustakaan UI juga negatif (3) tidak ada perbedaan persepsi secara signifikan berdasarkan karakteristik responden terhadap penerapan penilaian kinerja di Perpustakaan UI (4) tidak ada perbedaan persepsi secara signifikan berdasarkan karakteristik responden terhadap pemberian kompensasi di Perpustakaan UI.

*Research in the area of performance appraisal of the library staff members is relatively a new phenomenon. Since 2003 the Library of the University of Indonesia has applied performance appraisal system to evaluate the performance of its staff members. Nevertheless, it has never been evaluated to know*

whether the result of the new system was perceived negatively or positively by its staff members.

This research aims (1) to identify the perception of library staff members toward performance appraisal system implemented by the Library of the University of Indonesia, (2) to identify the perception of the library staff members toward the provision of compensation system carried out by the Library of University of Indonesia.

In this study, the population covers all of the 35 staff members of the Library of the University of Indonesia. Purposive sampling is carried out as sampling technique. The sampling size is 34 respondents.

The research is basically a survey using questionnaire and interview for data collection. Likert Scale is employed in the questionnaire. Data is analyzed using descriptive statistical analysis. In addition differences on perception is tested using the t-test and one-way ANOVA for its significance.

The results indicate that the staff members perception toward performance appraisal is negative with the average of 2,00. Whereas the staff members perception toward the provision of compensation is also negative with the average of 2,50. Thus far, there is no significant differences of respondents' perception on performance appraisal based on the respondents' characteristics. There is also no significant differences of respondents' perception toward the provision of compensation, based on the respondent's characteristics.

This research concludes that (1) the perception of the library staff members toward the performance appraisal at the Library of the University of Indonesia is negative, (2) the perception of the library staff members toward the provision of compensation at the Library of the University of Indonesia is also negative, (3) there is no significant differences on perception, based on the respondents' characteristics, toward the implementation of performance appraisal system in the Library of the University of Indonesia, (4) there is no significant differences of perception, based on the respondents' characteristics, toward the provision of compensation in the Library of the University of Indonesia.</i>