

## ABSTRAK

Sumardana, I Ketut (2021) *Kontribusi Remunerasi, Lingkungan Kerja, Dan Kompetensi Terhadap Kinerja Pegawai Di Fakultas Kedokteran Universitas Pendidikan Ganesha*. Tesis, Administrasi Pendidikan, Pascasarjana, Universitas Pendidikan Ganesha.

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**Kata kunci:** Remunerasi; Lingkungan Kerja; Kompetensi; Kinerja

Penelitian ini bertujuan untuk mengetahui bagaimana; (1) besarnya kontribusi pemberian remunerasi terhadap kinerja pegawai di lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha; (2) Untuk mengetahui besar kontribusi lingkungan kerja terhadap kinerja pegawai di lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha; (3) Untuk mengetahui besarnya kontribusi kompetensi pegawai terhadap kinerja pegawai di lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha; (4) untuk mengetahui Kontribusi Remunerasi, Lingkungan Kerja, Dan Kompetensi Pegawai Terhadap Kinerja Pegawai Di Lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha. Penelitian ini menggunakan pendekatan “*ex-post facto*” karena dalam penelitian ini tidak diadakan perlakuan (treatment atau manipulasi) terhadap variabel penelitian. Dalam penelitian ini, yang dijadikan populasi adalah Pegawai Fakultas Kedokteran Universitas Pendidikan Ganesha yang berjumlah 36 orang.

Sampel yang diteliti pada penelitian ini adalah seluruh populasi pegawai yang berada di Fakultas Kedokteran Universitas Pendidikan Ganesha yang berjumlah 36 orang. Untuk memperoleh data mengenai variabel yang diteliti, dalam penelitian ini data dikumpulkan dengan kuesioner mengenai data tentang remunerasi, lingkungan kerja, dan kompetensi pegawai dan kinerja pegawai Fakultas Kedokteran Universitas Pendidikan Ganesha. Untuk memperoleh data tersebut digunakan empat buah instrument, yaitu: 1) kuesioner remunerasi, 2) kuesioner lingkungan kerja, 3) kuesioner kompetensi pegawai, dan 4) kuesioner kinerja pegawai Fakultas Kedokteran Universitas Pendidikan Ganesha.

Untuk menguji hipotesis yang telah dirumuskan, terlebih dahulu dilakukan analisis data yang telah dikumpulkan. Dalam melakukan analisis data untuk penelitian ini dilakukan dengan tiga tahapan yakni: 1) tahap deskripsi data, 2) tahap pengujian persyaratanalisis, 3) tahap pengujian hipotesis.

Hasil penelitian menunjukkan bahwa: (1) Remunerasi berkontribusi positif dan signifikan terhadap Kinerja Pegawai (Y) di lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha; (2) Lingkungan Kerja berkontribusi positif dan signifikan terhadap Kinerja Pegawai (Y) di lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha; (3) Kompetensi Kerja berkontribusi positif dan signifikan terhadap Kinerja Pegawai (Y) di lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha; (4) bahwa terdapat kontribusi signifikan dari variabel Remunerasi( $X_1$ ), Lingkungan Kerja( $X_2$ ), Dan Kompetensi Pegawai ( $X_3$ ) berkontribusi signifikan secara simultan terhadap Kinerja Pegawai (Y) Di Lingkungan Fakultas Kedokteran Universitas Pendidikan Ganesha.

## ABSTRACT

Sumardana, I Ketut (2021) Contribution of Remuneration, Work Environment, and Competence on Employee Performance at the Faculty of Medicine, Ganesha University of Education. Thesis, Educational Administration, Postgraduate, Ganesha University of Education.

This thesis has been approved and reviewed by the supervisor I: Dr. I Gusti Ketut Arya Sunu, M.Pd. and supervisor II: Prof. Dr. I Nyoman Natajaya, M.Pd

Keywords: Remuneration; Work environment; Competence; Performance

This study aims to find out how; (1) the magnitude of the contribution of remuneration to the performance of employees within the Faculty of Medicine, Ganesha University of Education; (2) To determine the effect of the work environment on the performance of employees in the Faculty of Medicine, Ganesha University of Education; (3) To determine the magnitude of the influence of employee competence on employee performance within the Faculty of Medicine, Ganesha University of Education; (4) to determine the effect of remuneration, work environment, and employee competence on employee performance in the Faculty of Medicine, Ganesha University of Education. This study uses an "ex-post facto" approach because in this study no treatment (treatment or manipulation) was carried out on the research variables. In this study, the population was 36 employees of the Faculty of Medicine, Ganesha University of Education.

The sample studied in this study was the entire population of employees who were in the Faculty of Medicine, Ganesha University of Education, amounting to 36 people. To obtain data on the variables studied, in this study data were collected using a questionnaire regarding data on remuneration, work environment, and employee competence and employee performance of the Faculty of Medicine, Ganesha University of Education. To obtain the data, four instruments were used, namely: 1) remuneration questionnaire, 2) work environment questionnaire, 3) employee competency questionnaire, and 4) employee performance questionnaire at the Ganesha University of Education.

To test the hypothesis that has been formulated, first an analysis of the data that has been collected is carried out. In conducting data analysis for this research, it was carried out in three stages, namely: 1) data description stage, 2) requirements analysis testing stage, 3) hypothesis testing stage.

The results of the study show that: (1) Remuneration contributes positively and significantly to Employee Performance (Y) in the Faculty of Medicine, Ganesha University of Education; (2) the work environment contributes positively and significantly to employee performance (Y) within the Faculty of Medicine, Ganesha University of Education; (3) Work Competence contributes positively and significantly to Employee Performance (Y) within the Faculty of Medicine, Ganesha University of Education; (4) that there is a significant contributing effect of the variable Remuneration (X1), Work Environment (X2), and Employee Competence (X3) have a significant simultaneous effect on Employee Performance (Y) in the Faculty of Medicine, Ganesha University of Education.

