

ABSTRACT

Adhim, Abdul Ghani. 2012. **Role of Compensation and Spirit of Giving Work to Improve Employee Performance (Studies in PT. POS Indonesia (Persero) Malang Post Office).**

Advisor : Siswanto, SE. M.Si

Keyword : PT. Pos Indonesia (Persero), Employee, Spirit of Giving Work, Compensation

PT. Pos Indonesia (Persero) Malang Post Office is a post office and a center for post office helpers in Malang regency. As one of the state-owned company, PT. Pos Indonesia (Persero) assumes responsibility as an agent of development, namely social responsibility as a public service. Therefore, the increase in the employee performance a key factor to improve public services conducted. While it, the employee's performance is affected by several factors such as motivation or morale and compensation. With this background this study aims to identify and analyze the effect of variable compensation (X1) in improving employee performance (Y) at the Post Office Malang partially. In addition to study and analyze the effect of variable morale (X2) in improving employee performance (Y) in Malang Post Office partially. In addition to study and analyze the effect of variable compensation (X1) and morale (X2) in improving employee performance (Y) in Malang Post Office simultaneously.

This research is a quantitative study. Research conducted at PT. POS INDONESIA (Persero) Malang Post Office, Jalan Merdeka Selatan No. 5 Malang. The number of samples used is 68 people with the sampling probability sampling technique by random sampling. Analysis of the data using linear regression correlation test, linear regression, t test and F test.

The results showed variable compensation (X1), and morale (X2) jointly significant effect on the performance of employees of PT. POS INDONESIA (Persero) Malang Post Office statistically proven. From the test results partially unknown variables X1 (compensation) significantly influence the performance of employees (Y) of PT. POS INDONESIA (Persero) Post Office Malang. From the results of partial test is known that the variable X2 (morale) a significant effect on the performance of employees (Y) of PT. POS INDONESIA (Persero) Post Office Malang.