

ABSTRACT

Sholihah, Nikmatus. 2012. The Influence of Monetary Compensation Toward the Employees' Performance at PT Asuransi Jiwasraya Malang.

Advisor : Siswanto, S.E, M.Si

Keywords : Monetary Compensation, Performance

It is no doubt that the insurance company work required to be thorough and pursue and its work targets in order to obtain premium. In achieving these targets, it would require a highly productive performance. To retain employees in order to have high performance and stay within the company, then the monetary compensation either directly or indirectly it very important. If the presence of compensation of employees feel prosperous it will greatly affect the results obtained employment. Therefore, the problem statements of this research are (1) Is there any influence between the variables simultaneously, direct compensation monetary (X_1) and indirect compensation monetary (X_2) on the performance of employees (Y), (2) Is there a partial effect between variables, direct compensation monetary (X_1) and indirect compensation monetary (X_2) on the performance of employees (Y), and (3) Which variables are most influential (dominant) on the performance of employees. The research design of this study is quantitative method multiple regression analysis. The population in this study were employees consisting of 41 people. Analysis tool used is multiple linear regression with a significant test of the F_{test} and t_{test} and considering the classical hypothesis of normality, autocorrelation, multicollinearity, heteroskedastisitas.

The result of research shows that (1) simultaneously direct monetary compensation variables (X_1) and (X_2) monetary compensation does not directly affect the employees' performance of the value $F_{count} 10,949 > F_{table} 1,69$ for the 5% level with R square value of 36,6%, (2) while the partial indirect monetary compensation variable (X_2) does not directly affect the employees' performance, because the majority of respondents in this study are not permanent employees (agents) that provision is not directly perceived less they get. Another reason also mentioned that the amount of monetary compensation is not directly given tend to be uneven because adjusted to the rank and achievements of employees, and (3) the most dominant influence variable is a variable X_1 with a B 1,213.