

INTISARI

Penelitian ini bertujuan untuk mendapatkan bukti empiris mengenai faktor-faktor yang memengaruhi kinerja pegawai dan menguji faktor insentif, sistem remunerasi, motivasi kerja, dan desentralisasi yang diduga memiliki pengaruh terhadap kinerja pegawai.

Metode pengumpulan data dalam penelitian ini adalah menggunakan survei kuesioner. Kuesioner yang disampaikan kepada pegawai di Kantor Pelayanan Pajak Pratama Sleman. Teknik pengumpulan sampel menggunakan *purposive sampling*. Sebanyak 100 kuesioner yang dibagikan, yang kembali sebanyak 72 kuesioner dan yang dapat diolah sebanyak 68 kuesioner. Data yang dikumpulkan diolah dengan menggunakan analisis regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa insentif dan sistem remunerasi tidak berpengaruh terhadap kinerja pegawai, sedangkan motivasi kerja dan desentralisasi berpengaruh positif signifikan terhadap kinerja pegawai.

Kata kunci : Kinerja Pegawai, Insentif, Sistem Remunerasi, Motivasi Kerja, Desentralisasi

ABSTRACT

This study aimed to get empirical evidence about the factors that affect employee performance and determine the incentive factor, remuneration system, motivation, and decentralization are suspected of having influence on employee performance.

Data collection method in this study used a questionnaire survey. Questionnaires that given to employees in the Tax Office Primary Sleman. Sampling collection technique used purposive sampling. The total of 100 questionnaires were distributed, 72 questionnaires were returned and which can be processed as much as 68 questionnaires. Those data were processed using multiple linear regression analysis.

The results of this study indicate that the incentive and remuneration system does not affect to performance of employees, while the motivation and decentralization have positive significant affect to employee performance.

Keywords :.Employee Performance, Incentive, Remuneration System, Motivation, Decentralization.