

Abstract

Name : Joko Waluyo
Study Program : Public Administration Field of Interest in Personnel Administration and Management
Title : The Effect of Compensation on the Performance of Civil Service Education Students (PIK), Center for Civil Service Development of the State Civil Apparatus (Pusbangpeg ASN)

This research was conducted at the State Civil Apparatus Personnel Development Center (Pusbangpeg ASN). This study aims to determine the financial compensation received by students, the performance criteria for Civil Servants (PNS) learning assignments, and the effect of the compensation independent variable (X) on the dependent variable of student performance (Y) at Pusbangpeg ASN. In this study, the population was Civil Service Education Students (PIK) Batches XIII, XIV, and XV, totaling 105 people. Using the Notoatmojo formula, a sample of 51 people was obtained. While the data analysis uses quantitative and data processing obtained from qualitative analysis. From the results of this study using Office 365 and SPSS programs, the results of financial compensation (X) significantly influence the performance of PIK Pusbangpeg ASN students (Y). It is proven that the T count from the results of this study is $2,562 >$ the T table of 1,676, which states that H_0 is rejected and H_a is accepted. While the results of simple linear regression values obtained a compensation regression coefficient (X) of 0.231, which is positive, meaning that the compensation variable affects employee performance variables of 0.231 or has a positive and significant effect between the compensation variable and the PIK Pusbangpeg ASN student performance variable, Other factors that affect the performance of PIK students are influenced by other factors that are not mentioned in this study.

Keywords: Performance, Compensation, Students, Civil Servants

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