

HUBUNGAN ANTARA PEMBERIAN KOMPONEN KOMPENSASI DENGAN SEMANGAT KERJA DOSEN TETAP PADA PERGURUAN TINGGI SWASTA DI JAKARTA BARAT

Advendi Simangunsong, University of Trisakti, March 1998. The Relation between the Component of Compensation given and the working morale of the full time lecturer in private University in west Jakarta. Major Advisor/Professor : DR. Azril Azahari.

The general objective of this research is to analyze the Relation between the Component of Compensation given and the working morale of the full time lecturer in private University in west Jakarta.

The sample this research is taken from 83 lecturer of the 4 university, the method used in taking the sample is proportional stratified random sampling analysis. Description analysis is used to know implementation of the component of compensation and the working morale based on the information from the questioners.

In addition to that, correlation analysis is used to know the relation between the component compensation given and the working morale of the full time lecturer in private university in west Jakarta.

All instrument use in this research is valid and reliable. The test of validity is using coefficient correlation product moment, where us the best of reliability is using split half method spearman brown.

All University as respondents of this research define different kinds of compensation given to the full time lecturer in the form, of components of compensation which is not specifically mentioned as direct financial payment or indirect financial payment.

Generally, the component of compensation given consist of salary and fringe benefits. University as respondent have no uniformity in number of components of compensation which is given by one university to another university both in direct financial payment and indirect financial payment.

All respondents generally agree that the selection of compensation be comes the components of compensation which is related to the working load administered, the working result completed, the opportunity of increasing the ability and hope in the future. The analysis obtained in refer to the component of compensation with the working morale of the full time lecturer can be analysis has no relation as well as with direct financial payment or indirect financial payment to working morale of the full time lecturers.

It might be due to the full time lecturers that the working morale is not determined by the number of component of compensation received but dominantly by the total value of compensation.