SUMMARY

FIRDAUS ALIM DAMOPOLII. Affecting Factors of Employees Performance in Secretariat of the Ministry of Environment. Supervised by AIDA VITAYALA S. HUBEIS and SADIKIN KUSWANTO.

In order to achieve optimal organizational performance, qualified human resources with sufficient capacity are required both in quality and quantity. Employee performance is influenced by several factors such as work motivation, job satisfaction, work experience and remuneration. Psychologically, employee’s enthusiasm of his job is mainly influenced by the work motivation. An employee who gains satisfaction at his job will tend to be more effective in his work. A certain several years working experience of an employee will improve his job performance. Similarly, the remuneration system that is applied can affect employee performance. The objective of implementing the remuneration system are increasing income as well as improving employee work performance.

This research was conducted in the Secretariat of the Ministry of Environment, during January to June 2013, using descriptive design and case study. The sampling method used was census method, with 132 employees of Secretariat of the Ministry of Environment as respondents. The techniques of data analysis was in this study used Structural Equation Modeling (SEM) program which operated through Linear Structural Relationship (LISREL) version 8.30. The results showed that the factor of work motivation, job satisfaction, work experience and remuneration had positive and significant effect on performance of the Secretariat of the Ministry of Environment officials.

Implications of this research for policy management in the Secretariat of Ministry of Environment are: First, superiors in Secretariat of Ministry of Environment should provide a guidance to the staff and provide opportunities for staff to be able to thrive in completing a task. Second, Division of Human Resources, and Legal and Public Relations Bureau is suggested to add some years and workload measurement in the draft Decree of the Minister of Environment in 2013 on the Implementation of Employee Performance Allowance in the Ministry of Environment. Third, Divison of Household and Equipment should redesign work space, so that employees can feel more comfortable in their work place, move freely, and easily interact with their colleagues. Fourth, Division of Human Resources should implement an open bidding system to structural positions.

Keywords: work motivation, job satisfaction, work experience, remuneration, employee performance