ABSTRAK

ABD. RASYID M, 2015. Pengaruh Kepemimpinan, Motivasi, dan Insentif terhadap Kinerja Pegawai Honorer UIN Alauddin Makassar, dibimmbing oleh H. Syahrir Mallongi dan Andi Mappatompo.

Penelitian ini bertujuan untuk mengetahui gambaran kepemimpinan, motivasi, insentif, dan kinerja pegawai honorer Universitas Islam Negeri Alauddin Makassar dan mengetahui pengaruh kepemimpinan, motivasi, dan insentif terhadap kinerja pegawai honorer Universitas Islam Alauddin Makassar.

Jenis penelitian adalah kuantitatif dan berlokasi di Universitas Islam Negeri Alauddin Makassar. Populasi penelitian ini, seluruh pegawai honorer UIN Alauddin yang berjumlah 263 orang. Sampel sebanyak 126 orang yang ditarik dengan teknik *simple random sampling*, data dikumpulkan dengan mengunakan *instrument survey*, *kuesioner*, wawancara dan domumentasi. Data dari hasil penelitian dianalisis dengan teknik analisis statistik deskriptip dan analisis *multiple regression analysis.*

Hasil penelitian ini menunjukan bahwa, (1) faktor kepemimpinan, baik, motivasi kerja sedang, insentif kurang mamadai, dan kinerja pegawai honorer pada UIN Alauddin Makassar dinilai belum mampu menunjukkan kinerja yang maksimal, hal tersebut mengambarkan perlunya langkah – langkah perbaikan dan peningkatan kualitas kepemimpinan, motivasi kerja yang lebih tinggi, peningkatan insentif bagi pegawai honorer dalam upaya mendorong peningkatan kinerja pegawai honorer pada UIN Alauddin Makassar. (2) faktor kepemimpinan, motivasi dan insentif secara bersama berpengaruh positif terhadap peningkatan kinerja pegawai honorer Universitas Islam Negeri Alauddin Makassar.

Kata Kunci: Kepemimpinan. Motivasi, Insentif, dan Kinerja

ABSTRACT

ABD. RASYID MASRI, 2015 . Influence of Leadership, Motivation, and Employee Performance Incentive against Honorary UIN Alauddin Makassar, guided by H. Syahrir Mallongi and Andi Mappatompo.

This study aimed to describe leadership, motivation, incentives and temporary employee performance Alauddin Makassar State Islamic University and determine the influence of leadership, motivation, incentives for temporary employee performance Islamic University Alauddin Makassar.

This type of research was quantitative and was located in the State Islamic University Alauddin Makassar. The population of this study, all permanent employees UIN Alauddin, amounts to 263 people. A sample of 126 people were drawn by simple random sampling technique, data was collected by using survey instruments, questionnaires, interviews and documentation. Data from the study were analyzed by using descriptive statistical analysis and analysis of multiple regression analysis.

The results of this study showed that, (1) factor good leadership, motivation being, and performance incentives not sufficient temporary employee at UIN Alauddin Makassar in value had not been able to demonstrate maximum performance. This was a portrait of the need for a step - a step increase in the quality of leadership better, higher work motivation, increase incentives for permanent employees in their efforts to increase their performance in UIN Alauddin Makassar. (2) factors of leadership, motivation and incentives along with a positive effect on employee performance improvement honorary State Islamic University Alauddin Makassar.

Keywords: Leadership, Motivation, Incentives and Performance

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