

## Table of Contents

<b>APPROVAL PAGE</b> .....	ii
<b>STATEMENT PAGE</b> .....	iii
<b>FOREWORD</b> .....	iv
<b>ABSTRACT</b> .....	v
<b>ABSTRAK (Bahasa)</b> .....	vi
<b>List Of Tables</b> .....	x
<b>List of Figures</b> .....	xi
<b>Attachment List</b> .....	xii
<b>CHAPTER 1</b> .....	1
<b>PRELIMINARY</b> .....	1
<b>1.1 Object of research</b> .....	1
<b>1.1.1 General Profile of PT. Hutama Karya (Persero)</b> .....	1
<b>1.1.2 Company Logo</b> .....	2
<b>1.1.3 PT. Hutama Karya (Persero) Vision &amp; Mission</b> .....	2
<b>1.1.4 Business Of Activities of PT. Hutama Karya</b> .....	3
<b>1.1.5 Organizational Structure of PT. Hutama Karya</b> .....	3
<b>1.1.6 Job Description</b> .....	4
<b>1.2 Background Research</b> .....	8
<b>1.3 Problem Identifications</b> .....	16
<b>1.4 Objectives</b> .....	17
<b>1.5 Benefits Of The Research</b> .....	17
<b>1.5.1 Theoretical Aspect</b> .....	17
<b>1.5.2 Practical Aspect</b> .....	17
<b>1.6 Structured Writing</b> .....	17
<b>CHAPTER 2</b> .....	19
<b>RESEARCH REVIEW</b> .....	19
<b>2.1 Human Resource Managements</b> .....	19
<b>2.1.1 Definition of Human Resource Managements</b> .....	19
<b>2.1.2 Human Resource Management Functions</b> .....	20
<b>2.2 Employee performance</b> .....	21
<b>2.2.1 Definition of Performance</b> .....	21
<b>2.2.2 Performance assessment</b> .....	22
<b>2.2.3 Dimension of Performance Assessment</b> .....	24
<b>2.3 Remuneration</b> .....	27
<b>2.3.1 Remuneration Definition</b> .....	27

<b>2.3.2 Remuneration Principle .....</b>	27
<b>2.3.3 Dimension of Remuneration .....</b>	28
<b>2.3.4 Purpose of Remuneration .....</b>	30
<b>2. 4 Relationship between Remuneration and Employee Performance .....</b>	31
<b>2.5 Previous researchs .....</b>	33
<b>2.6 Framework.....</b>	49
<b>2.7 Research Hypothesis .....</b>	50
<b>2.8 The Scope of Research.....</b>	50
<b>CHAPTER 3 .....</b>	51
<b>RESEARCH METHODS.....</b>	51
<b>3.1 Types of Research.....</b>	51
<b>3.2 Operational Variables .....</b>	51
<b>3.3 Measurement Scale .....</b>	53
<b>3.4 Stage of Research.....</b>	54
<b>3.5 Population and Samples .....</b>	55
<b>3.5.1 Population .....</b>	55
<b>3.5.2 Sample .....</b>	55
<b>3.6 Data collection.....</b>	57
<b>3.6.1 Primary Data.....</b>	57
<b>3.6.2 Secondary Data .....</b>	57
<b>3.7 Validity and Reliability Test.....</b>	58
<b>3.7.1 Validity Test .....</b>	58
<b>3.7.2 Reliability Test .....</b>	60
<b>3.8 Data analysis technique .....</b>	62
<b>3.8.1 Descriptive Analysis .....</b>	62
<b>3.8.2 Method of successive Interval (MSI).....</b>	64
<b>3.8.3 Classic assumption test .....</b>	65
<b>3.8.4 Simple Linear Regression .....</b>	66
<b>3.8.5 Hypothesis testing .....</b>	66
<b>3.8.6 Coefficient of Determination .....</b>	67
<b>CHAPTER 4 .....</b>	68
<b>RESEARCH RESULTS AND DISCUSSION .....</b>	68
<b>4.1 Characteristics of Respondents .....</b>	68
<b>4.1.1 Characteristics of Respondents by Gender .....</b>	68
<b>4.1.2 Characteristics of Respondents by Age .....</b>	69
<b>4.1.3 Characteristics of Respondents by Last Education Level.....</b>	70

<b>4.1.4 Characteristics of Respondents by Length Of Work .....</b>	71
<b>4.2 Research Results .....</b>	71
<b>4.2.1 Descriptive Analysis .....</b>	72
<b>4.2.2 Methode Of Succesive Interval (MSI) .....</b>	89
<b>4.2.3 Classical Assumption Test .....</b>	89
<b>4.2.4 Simple Linear Regression Analysis .....</b>	93
<b>4.2.5 Hypothesis testing .....</b>	94
<b>4.3 Analysis of Research Results and Discussion .....</b>	96
<b>4.3.1 Employee Performance Variable .....</b>	96
<b>4.3.2 Remuneration Variables .....</b>	96
<b>4.3.3 Effect of Remuneration on Employee Performance.....</b>	96
<b>CHAPTER 5 .....</b>	98
<b>5.1 Conclusions .....</b>	98
<b>5.2 Sugestions.....</b>	98
<b>5.2.1 Sugestions for Companies .....</b>	98
<b>5.2.2 Sugestion for Further Researchers .....</b>	99
<b>BIBLIOGRAPHY .....</b>	100
<b>ATTACHMENT.....</b>	104