ABSTRACT

Process in achieving corporate goals is the responsibility of every individual in the company. There are three factors that help limit the development of the concept of goal setting. First, the process of goal setting acts as an intermediary in the company's final decision, the Second, the experimental method (using intervention) has fostered the concept of research on goal setting, Third, the nature of the corporate objectives has focused theoretically. Needed to achieve company goals reward system in the company which is important in giving someone encouragement or motivation to provide good performance for the company.

The purpose of this study is to investigate the process of goal setting and reward systems affect the achievement of objectives. The method used is descriptive analytical research methods. The technique of collecting data through questionnaires. The test data through the test validity, test reliability, and classical assumption. Statistical analysis used is regression analysis, correlation coefficient, coefficient of determination and hypothesis testing.

Determination of Objectives in CV. Gina Garment Denpasar has been very good. The results showed that the value of t (5.381) > t table (2.021) means that Ho is rejected. Thus Goal Setting variable (X1) significantly affect the Achievement variable (Variable Y).

Award on the CV system. Gina Garment Denpasar can be said to be good. The results showed that the value of t (3.008) > t table (2.021) means that Ho is rejected. Thus Award System variable (X2) effect. Based on simultaneous hypothesis test showed that the value of F (32 589) > F (3,232) then Ho is rejected and Ha accepted, which means there is significant influence together (simultaneously) of Goal Setting Process (X1), and Award System (X2) Goals against (variable Y).

Keywords: Goal-Setting Process, System Award, Achievement
ABSTRAK

Proses dalam pencapaian tujuan perusahaan merupakan tanggung jawab dari setiap individu yang ada dalam perusahaan. Ada tiga faktor yang membantu membatasi perkembangan konsep mengenai penetapan tujuan. Pertama, proses penetapan tujuan bertindak sebagai perantara dalam pengambilan keputusan akhir perusahaan, Kedua, metode eksperimen (menggunakan intervensi) telah membantu perkembangan konsep penelitian mengenai penetapan tujuan, Ketiga, sifat tujuan perusahaan yang telah difokuskan secara teoritis. Dalam mencapai tujuan perusahaan dibutuhkan sistem penghargaan dalam perusahaan yang merupakan hal penting dalam memberikan dorongan atau motivasi seseorang agar dapat memberikan kinerja yang baik bagi perusahaan.


Penetapan Tujuan pada CV. Gina Garment Denpasar sudah sangat baik. Hasil penelitian menunjukkan bahwa nilai \( t_{hitung} (5,381) > t_{table} (2,021) \) artinya, Ho ditolak. Dengan demikian variabel Penetapan Tujuan \((X_1)\) berpengaruh secara signifikan terhadap variabel Pencapaian Tujuan \((\text{Variabel } Y)\).

Sistem Penghargaan pada CV. Gina Garment Denpasar dapat dikatakan baik. Hasil penelitian menunjukkan bahwa nilai \( t_{hitung} (3,008) > t_{table} (2,021) \) artinya, Ho ditolak. Dengan demikian variabel Sistem Penghargaan \((X_2)\) berpengaruh secara.

Berdasarkan uji hipotesis secara simultan menunjukkan bahwa nilai \( F_{hitung} (32.589) > F_{table} (3,232) \) maka Ho ditolak dan \( H_a \) diterima yang artinya terdapat pengaruh yang signifikan secara bersama-sama (simultan) dari Proses Penetapan Tujuan \((X_1)\), dan Sistem Penghargaan \((X_2)\) terhadap Pencapaian Tujuan \((\text{Variabel } Y)\).

Kata kunci: Proses Penetapan Tujuan, Sistem Penghargaan, Pencapaian Tujuan
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