ABSTRACT

Reform of government bureaucracy is a way to achieve good governance. The Indonesian government is doing reformation in order to support the program of state apparatus management based on performance. Structuring the personnel management performance-based is urgently to be implemented due to the demand of globalization which is full of challenges and competition. The performance allowances of civil servants in bureaucratic reform program is a form of reward for achievement or the hard work of an agency in implementing reform of the bureaucracy, which is given to the employee in accordance with its performance. The purpose of giving performance allowances is in order to further improve the performance of civil servants. But not is not the case in the civil service at the State University of Semarang (UNNES). Although the performance allowances already received by employees but not so noticeable performance improvement.

The purpose of this study was to analyze the implementation of policies to provide performance allowances as well as to analyze the variables that affect the performance of civil servants in UNNES. The benefits expected from the results of this study is to be consideration and evaluation for policy makers in the management ranks Kemendikbud. and UNNES on policy implementation of performance allowances. In addition, other benefits expected are as information to parties who conduct related studies. The hypothesis in this study is believed to performance allowances (X1), the competence (X2), leadership (X3), and the work environment (X4) affect the performance of civil servants in UNNES. The method used is multiple linear regression.

The results showed that the performance allowances do not affect the performance of civil servants in UNNES at significance level of 0,05. While variable competence, leadership, and work environment significantly affect the performance of civil servants in UNNES. Did not affect the significant of performance allowances is due to lack of socialization factors, the uncertainty of the time of payment, as well as the of amount allowances equal to the accumulated incentive older models.

Keywords : reform of the bureaucracy, performance benefits, performance