ABSTRACT
ANALYSIS OF GRANTING COMPENSATION IN THE POSTGRADUATE PROGRAM AT MAKASSAR STATE UNIVERSITY

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This study aims to determine the provision of compensation in terms of financial compensation and compensation in terms of non-financial compensation

The method approach used is a quantitative approach. The population in this study were all employees of the Postgraduate Program at Makassar State University, amounting to 62 people consisting of 11 civil servants and 51 honorary people. The sample used is the saturated sampling model. The sample taken is the total population of 62 people.

The results showed that (1) Financial compensation in the Makassar State University Postgraduate program which was seen based on the salary included in the category quite well with a frequency weight of 120 with a percentage of 38.71%., Incentives entered the category quite well with a frequency weight of 84 with a percentage of 27, 10% of health insurance is classified as unfavorable with a frequency weight of 102 with a percentage of 32.90%. and allowances given based on roles / positions included in the unfavorable category with a frequency weight of 82 with a percentage of 26.45%; (2) The results of the Financial Compensation Research in the Makassar State University Postgraduate program which are seen based on flexible working hours are in the very good category with a frequency weight of 245 with a percentage of 79.03%. Responsible for jobs in the good category with a frequency weight of 196 with a percentage of 79.03%. Facilities that support the good category with a frequency weight of 148 with a percentage of 47.74%. as well as adequate work space in the good category with 124 frequency weights with a percentage of 40%. Based on the results of the study as a whole two aspects, namely financial compensation and non-financial compensation obtained an average value of 74.12% which is included in both categories.

Keywords: Apparatus Resource Management, Compensation, Management, Financial Compensation, and Non-Financial Compensation, Makassar State University

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