

PERBEDAAN *COMPETENCE* DAN *CAPABILITY* DAN PENGARUHNYA TERHADAP
TUTORS PERFORMANCE MELALUI *FINANCIAL COMPENSATION* SEBAGAI
VARIABEL MODERASI

(STUDI KASUS PADA *EXCELLENT COURSE*, PARE KEDIRI)

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ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis adakah perbedaan definisi dan fungsi *competence* dan *capability* secara general dan pengaruhnya terhadap *tutors performance* yang diperkuat oleh *financial compensation*. Penelitian ini merupakan jenis penelitian kualitatif dan kuantitatif. Penelitian kualitatif dilakukan dengan untuk melihat indikator - indikator yang mendukung tingkat dan kualitas *competence* dan *capability* kerja pada *tutors performance* yang dikumpulkan melalui metode triangulasi atau mencari perbedaan dan devinisi baru dari beberapa referensi. Penelitian kuantitatif dilakukan untuk menguji adakah pengaruhnya terhadap *tutors performance* melalui besarnya *financial compensation* sebagai mediator yang dilakukan di *Excellent Course*, Kampung Inggris Pare. Menggunakan responden sebanyak 100 pengajar dengan mengumpulkan kuesioner penelitian untuk menguji besarnya pengaruh pada data kuantitatif. Data yang telah terkumpul dianalisis dengan menggunakan analisis deskriptif ,analisis regresi berganda dan analisis regresi moderasi. Hasil penelitian menunjukkan adanya perbedaan secara general devinisi dan fungsi *competence* dan *capability* dan secara simultan berpengaruh signifikan terhadap *tutors performance*. Disisi lain *competence* tidak berpengaruh terhadap kinerja pengajar sebelum maupun sesudah di perkuat oleh *financial compensation* secara parsial dan *financial compensation* dapat memperkuat *capability* secara parsial dalam mempengaruhi *tutors performance* setelah ataupun sebelum dimoderasi.

Katakunci : *Competence, Capability, Tutors Performance, Financial Compensation.*

THE DIFFERENCE OF COMPETENCE AND CAPABILITY AND ITS EFFECT ON
TUTORS PERFORMANCE THROUGH FINANCIAL COMPENSATION AS
MODERATED VARIABLES

(CASE STUDY ON EXCELLENT COURSE)

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ABSTRACT

This study aims to examine and analyze whether there are differences in the definition and function of competence and capability in general and its effect on performance that is strengthened by financial compensation. This research is a type of qualitative and quantitative research. Qualitative research is carried out by looking at indicators that support the level and quality of work competence and capability in tutors performance collected through the method of triangulation or looking for differences and new definitions of some references. Quantitative research was conducted to test whether there was an effect on tutors performance through the amount of financial compensation as a mediator conducted at Excellent Course, Kampung Inggris Pare. Using respondents of 100 tutors by collecting research questionnaires to test the magnitude of the effect on quantitative data. The collected data were analyzed using descriptive analysis, multiple regression analysis and moderation regression analysis. The results showed a difference in general definition and function of competence and capability and simultaneously had a significant effect on tutors performance. On the other hand competence does not affect tutors performance before or after being strengthened by financial compensation partially and financial compensation can partially strengthen capability in influencing tutors performance after or before being moderated.

Keywords: Competence, Capability, Tutors performance, Financial Compensation.