

Manajemen Kompensasi



Subaktiar, SE., MM.

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KATA PENGANTAR

Puji syukur ke hadirat Tuhan Yang Maha Esa atas tersusunnya buku ajar yang berjudul *Manajemen Kompensasi*. Buku ini hadir untuk memberikan pemahaman mengenai konsep, kebijakan, dan praktik pengelolaan kompensasi dalam organisasi, termasuk sistem gaji, insentif, tunjangan, serta berbagai bentuk penghargaan yang diberikan kepada karyawan. Melalui buku ini, pembaca diharapkan dapat memahami bagaimana manajemen kompensasi yang adil dan efektif dapat meningkatkan motivasi, kinerja, serta loyalitas tenaga kerja.

Buku ini ditujukan untuk masyarakat umum agar mudah dipahami oleh berbagai kalangan, tidak hanya mahasiswa manajemen dan sumber daya manusia, tetapi juga praktisi HR, manajer, pelaku usaha, serta siapa saja yang memiliki minat terhadap pengelolaan tenaga kerja dalam organisasi.

Jakarta, Juli 2026

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Buku ajar berjudul **Manajemen Kompensasi** membahas berbagai konsep dan praktik dalam pengelolaan kompensasi sebagai salah satu aspek penting dalam manajemen sumber daya manusia. Kompensasi yang dikelola secara tepat tidak hanya berfungsi sebagai bentuk penghargaan atas kontribusi kerja, tetapi juga menjadi faktor yang dapat meningkatkan motivasi, produktivitas, dan loyalitas tenaga kerja.

Pembahasan dalam buku ini mencakup berbagai bentuk kompensasi, baik finansial maupun nonfinansial, sistem pengupahan, tunjangan, insentif, penghargaan kinerja, serta faktor-faktor yang memengaruhi kebijakan kompensasi dalam organisasi. Selain itu, buku ini juga mengulas tantangan pengelolaan kompensasi di era modern yang ditandai oleh perubahan dunia kerja dan perkembangan teknologi.

Disajikan dengan bahasa yang mudah dipahami, buku ini cocok untuk masyarakat umum, praktisi sumber daya manusia, pengelola organisasi, pelaku usaha, serta siapa saja yang ingin memahami pentingnya sistem kompensasi yang adil dan efektif. Dengan pembahasan yang komprehensif dan relevan, buku ini menjadi bacaan yang bermanfaat dalam mendukung pengelolaan tenaga kerja yang profesional dan berdaya saing.

