

INTISARI

Penelitian ini ditujukan untuk mengetahui bukti empiris mengenai pengaruh kompensasi finansial dan kompensasi non finansial terhadap motivasi dan kinerja karyawan. Selain itu untuk mengetahui pengaruh Kompensasi finansial dan kompensasi non finansial terhadap motivasi dan kinerja secara simultan.

Penelitian ini dilakukan pada karyawan CV. Batik Indah Rara Djonggrang. Jumlah sampel pada penelitian ini 85 responden. Teknik pengambilan sampel yang digunakan adalah *purposive sampling* dimana sampel diambil berdasarkan kriteria yang telah ditentukan. Adapun kriterianya adalah karyawan yang telah bekerja di CV. Batik Indah Rara Djonggrang selama 3 tahun. Metode pengumpulan data menggunakan kuesioner yang disebar kepada karyawan CV. Batik Indah Rara Djonggrang terkait variabel kompensasi finansial, kompensasi non finansial, motivasi dan kinerja karyawan.

Berdasarkan hasil uji *Path Analysis* variabel kompensasi finansial dan kompensasi non finansial memiliki pengaruh signifikan terhadap motivasi dan kinerja karyawan sedangkan variabel lain seperti motivasi kerja tidak memiliki pengaruh yang signifikan terhadap kinerja karyawan.

Kata kunci : Kompensasi finansial, kompensasi non finansial, motivasi, kinerja

ABSTRACT

This study aimed to determine the empirical evidence about the influence of financial and non-financial compensation to motivation and performance of employees. In addition to knowing the effect of financial compensation and non-financial compensation to motivation and performance simultaneously.

This research was conducted on employees CV. Batik Indah Rara Djonggrang. The number of samples in this study were 85 respondents. The sampling technique used was purposive sampling where samples were taken based on predetermined criteria. The criteria was employees who have worked at CV. Batik Indah Rara Djonggrang for 3 years. Methods of data collection used questionnaires distributed to employees CV. Batik Indah Rara Djonggrang variable compensation related to financial, non-financial compensation, motivation and performance of employees.

Based on the test results of Path Analysis showed that financial compensation variable and non-financial compensation have a significant influence on the motivation and performance of employees, while other variable motivation did not has a significant impact on employee performance.

Keywords: financial compensation, non-financial compensation, motivation, performance