

ABSTRACT

Adifa Rais Hidayatullah. 2019. The Effect of Financial and Non Financial Compensation on Employees Performance at CV. Larissa Bakery. Guided by Dr. Hj. Iriani Ismail, Dra., MM. and Dr. Drs. Ec. Chairul Anam, M.Kes.

Financial and non financial compensation are components of management that performance control oriented. It makes compensation effect on employees performance. Data collected by a questionnaire that has tested its validity and reliability with 33 employees as respondents. Using this analysis, the results showed that financial and non financial have effect on employees performance simultaneously and partially. The t test is explained by t_{count} (X1) is 5.866 and t_{count} (X2) is 2.319 in significant level of 5% the results are 1,309 then $t_{count} > t_{table}$ so that H_0 is accepted and H_a is rejected. Simultaneous from the value F_{count} is 535,025 in a significance of $0,000 < 0,05$. The $F_{count} > F_{table}$ ($535,025 > 3.30$) so H_0 is rejected H_a is accepted. The Adjusted R Square is 0.884, it means 88.4% of the employees performance in CV. Larissa Bakery can be explained by independent variables and the remaining 11.6% is influenced by other variables not examined in this study.

Keyword: Financial Compensation, Non Financial Compensation, Employees Performance

ABSTRAK

Adifa Rais Hidayatullah. 2019. Pengaruh Kompensasi Finansial dan Non Finansial Terhadap Kinerja Karyawan CV. Larissa Bakery. Dibawah Bimbingan Dr. Hj. Iriani Ismail, Dra., MM. and Dr. Drs. Ec. Chairul Anam, M.Kes.

Kompensasi finansial dan non finansial merupakan komponen dari pengendalian manajemen yang berorientasi kepada kinerja. Kondisi tersebut membuat kompensasi dijadikan faktor yang berpengaruh terhadap kinerja karyawan. Metode pengumpulan data dilakukan dengan kuesioner yang sudah teruji validitas dan reliabilitasnya terhadap 33 karyawan perusahaan. Berdasarkan dari hasil uji t dijelaskan dengan $t_{hitung}(X1)$ sebesar 5.866 dan $t_{hitung}(X2)$ sebesar 2.319 pada taraf signifikan 5% diperoleh hasil sebesar 1.309 maka $t_{hitung} > t_{tabel}$ sehingga H_0 diterima dan H_a ditolak. Secara simultan dari nilai F_{hitung} sebesar 535.025 dengan signifikansi sebesar $0,000 < 0,05$. Sehingga $F_{hitung} > F_{tabel}$ ($535.025 > 3.30$) maka H_0 ditolak H_a diterima. Perhitungan Adjusted R Square diperoleh sebesar 0,884 yang menunjukkan bahwa 88,4% kinerja di Larissa Bakery dapat dijelaskan oleh variabel bebas serta sisanya 11,6% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Kompensasi finansial, kompensasi non finansial, dan kinerja karyawan.