

ABSTRACT

This research aims to determine and explain whether there is a significant influence between Financial Compensation towards Work Motivation, Non-financial Compensation towards Work Motivation, Financial Compensation towards Job Satisfaction, Non-financial Compensation towards Job Satisfaction, and Work Motivation towards Job Satisfaction. This research is quantitative research and the research type is explanatory research. The number of samples in this research was 67 person of employees Wisma SIER PT Surabaya Industrial Estate Rungkut. The sampling technique used is proportionate stratified random sampling. The result of this research with path analysis shows that the direct effect of Financial Compensation towards Work Motivation is 0,313; the direct effect of Non-financial Compensation towards Work Motivation is 0,417; the direct effect of Financial Compensation towards Job Satisfaction is 0,201; the direct effect of Non-financial Compensation towards Job Satisfaction is 0,443; the direct effect of Work Motivation towards Job Satisfaction is 0,290.

Keywords : Financial Compensation, Non-financial Compensation, Work Motivation, and Job Satisfaction.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menjelaskan apakah ada pengaruh signifikan antara Kompensasi Finansial terhadap Motivasi Kerja, Kompensasi Non Finansial terhadap Motivasi Kerja, Kompensasi Finansial terhadap Kepuasan Kerja, Kompensasi Non Finansial terhadap Kepuasan Kerja, dan Motivasi Kerja terhadap Kepuasan Kerja. Penelitian ini merupakan penelitian kuantitatif dengan jenis penelitian yaitu *explanatory research* (penelitian penjelasan). Jumlah sampel pada penelitian ini adalah 67 orang karyawan Wisma SIER PT Surabaya Industrial Estate Rungkut. Teknik pengambilan sampel yang digunakan adalah *proportionate stratified random sampling*. Hasil penelitian dengan analisis jalur menunjukkan bahwa pengaruh langsung Kompensasi Finansial terhadap Motivasi Kerja sebesar 0,313; pengaruh langsung Kompensasi Non Finansial terhadap Motivasi Kerja sebesar 0,417; pengaruh langsung Kompensasi Finansial terhadap Kepuasan Kerja sebesar 0,201; pengaruh langsung Kompensasi Non Finansial terhadap Kepuasan Kerja sebesar 0,443 dan pengaruh langsung Motivasi Kerja terhadap Kepuasan Kerja sebesar 0,290.

Kata kunci : Kompensasi Finansial, Kompensasi Non Finansial, Motivasi Kerja, dan Kepuasan Kerja.