

ABSTRACT

Fachrudin, Anas. 2012 GRADUATION THESIS. Title: "Influence Of Financial Compensation To The Performance Of The Employee Cooperative Women's All-round Effort Devoted Budi (SBW) Malang, East Java".

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Keywords: financial Compensation, performance

Companies must be able to build and improve performance within their surroundings. One of them is by way of awarding compensation. employees are forced to work properly in accordance with the company expectation. Compensation is a manifestation of the reciprocal performance of employees who can contribute to the viability of the company. the cooperative as a cornerstone to be object of research should continue to be addressed and spurred in all respects i.e. the organization management and business management. the cooperative is one of the organizations which some management process one is decent compensation for granting in accordance with the employment contract has been agreed on in the employment contract employees.

This research is a quantitative research with the amount of sample survey approach by using the sampling method 01-29 saturation. This research consists of non-compensated variable directly, and indirect compensation. While the bound variable performance. Testing instrument using the test validity and reliability, and all of the items were declared valid. whereas the methods of analysis data using multiple linear regression tests with test F, t-test and partially dominant variable. therefore in this research to test the influence of financial Compensation to the performance of the employee either simultaneously or partial.

The results showed that free variables are simultaneously composed of direct compensation (X 1) and indirect compensation (X 2) influential variables significantly to the performance of employees. While partially compensating direct (X 1) and indirect compensation (X 2) effect significantly to performance as the second variable is the variable factor that most influence in increasing motivation.