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Hisham, Badrul. Thesis 2014. Title: **"The Effect of Giving Compensation Compensation on Employees's Work Motivation At Sugar Factory Kebun Agung Malang"**

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Keywords : Financial Compensation, Nonfinancial Compensation, Work Motivation.

To improve employees' work quality, it is necessary to increase the motivation so that they will work more diligently and vigorously with discipline. This will help the company to achieve its goals and create a conducive working environment. In order to increase motivation, many strategies can be used by the managers, one of them is by giving commensurate compensations to their employees.

This motivational relationship study analyzes the compensation given for the employees of PG. Kebun Agung Malang. Tests carried out using multiple linear regression, where the dependent variable (Y) represents employees' motivation, while the independent variable (X) represents compensation of financial compensation (X_1), and non-financial compensation (X_2). The samples involved were 67 employees.

The results of multiple linear regression showed that both variables, financial compensation (X_1), and non-financial compensation (X_2), significantly influence the work motivation variable (Y). This analysis results obtained F value of 48.811 count \geq F tables 3.14 and tested at $\alpha = 5\%$ and proved that the independent variables simultaneously affect the dependent variable. While the test results of t test showed that the financial compensation variable (X_1) partially significant effect on work motivation (Y), the results of the analysis obtained t value of $4.908 \geq 1.997$ t table with a significance value of $0.000 \leq 0.05$. While non-financial compensation variable (X_2) had no significant effect partially on work motivation (Y), the results of the analysis obtained t value ≤ 1.510 t table 1.997 with a significance value of $0.136 \geq 0.05$. The results of this test explains that financial compensation is surely the most dominant aspect which influences employees' work motivation. It means, compliance with the salary / wages, incentives, insurance, and allowances stimulate motivation of PG. Kebun Agung Malang's employees, si it is what the employees ne to achieve of their work.