

ABSTRACT

Akhmat Nanang Hadi P. 2014. Thesis . Title : “Influence Analysis of Motivation for Employee Compensation Against PT. Millenia Furniture Industries Pasuruan”

Advisor : Dr. A. Sani Supriyanto, SE., M.Si

Key Word : Compensation, Work Motivation

Authors found problems related to carrying on the industrial relations system transition into the working of the daily salary contract. This study aims to analyze the influence of the variable compensation of non-financial and financial compensation effect simultaneously or partially on employee motivation PT Millenia Furniture Industries Pasuruan, and among these variables, which one is the dominant influence on employee motivation PT Millenia Furniture Industries Pasuruan.

This type of research that will be used in this research is explanatory research. Approach in this study is a survey method used.

Simultaneously financial variable compensation (X1), and non-financial compensation (X2) has a significant influence on work motivation (Y), with the result $F < 5\%$ ($0.000 < 0.05$). In partial financial compensation variable (X1) has a significant influence on work motivation (Y) with the results of $t < 5\%$ ($0.000 < 0.05$). In partial compensation for non-financial variables (X2) has a significant influence on work motivation (Y) with the results of $t < 5\%$ ($0.000 < 0.05$). The most dominant variable is financial compensation variable (X1) which has a contribution of 16.9%.