

ABSTRACT

THE INFLUENCE OF COMPENSATION, NON PHYSICAL WORK ENVIRONMENT, AND MOTIVATION TO THE PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF HUMAN WORKS LAYOUT AND HYGIENE CITY TASIKMALAYA

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This object of research to identify and analyze: the compensation, non-physical work environment, motivation and performance of employees at the Department of Human Settlements and Spatial Tasikmalaya City Sanitation. Effect of compensation, non-physical work environment and motivation on the performance of employees at the Department of Human Settlements and Spatial Tasikmalaya City Sanitation either partially or simultaneously.

Research methods used in this study is a survey method. population in this study is an employee at the Department of Human Settlements and Spatial Tasikmalaya City Sanitation totaling 132 people. Sampling was taken by total sampling as many as 132 people. Data were analyzed using path analysis (path analysis).

The results showed that administration of compensation, non-physical work environment, motivation, and performance of the staff of the Office of Human Settlements and Spatial Tasikmalaya City Sanitation according to respondents in both categories. There was no significant effect of partial award of compensation to employee performance, whereas the non-physical work environment and motivation is partially significant effect on the performance of employees in the Department of Human Settlements and Spatial Tasikmalaya City Sanitation. There is significant influence awarding compensation, non-physical work environment, and motivation simultaneously on the performance of employees in the Department of Human Settlements and Spatial Tasikmalaya City Sanitation.

Keywords: *Compensation, work environment, motivation, employee performance*

ABSTRAK

PENGARUH KOMPENSASI, LINGKUNGAN KERJA NON FISIK, DAN MOTIVASI TERHADAP KINERJA PEGAWAI PADA DINAS CIPTA KARYA TATA RUANG DAN KEBERSIHAN KOTA TASIKMALAYA

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Penelitian ini bertujuan untuk mengetahui dan menganalisis: pemberian kompensasi, lingkungan kerja non fisik, motivasi, dan kinerja pegawai pada Dinas Cipta Karya Tata Ruang dan Kebersihan Kota Tasikmalaya. Pengaruh kompensasi, lingkungan kerja non fisik dan motivasi terhadap kinerja pegawai pada Dinas Cipta Karya Tata Ruang dan Kebersihan Kota Tasikmalaya baik secara parsial maupun simultan

Metode Penelitian yang digunakan dalam penelitian ini adalah metode survei. populasi dalam penelitian ini adalah pegawai di Dinas Cipta Karya Tata Ruang dan Kebersihan Kota Tasikmalaya yang berjumlah 132 orang. Pengambilan sampel diambil secara *Total Sampling* yaitu sebanyak 132 orang. Teknik analisis data menggunakan analisis jalur (*path analysis*).

Hasil penelitian menunjukkan bahwa pemberian kompensasi, lingkungan kerja non fisik, motivasi, dan kinerja pegawai di lingkungan Dinas Cipta Karya Tata Ruang dan Kebersihan Kota Tasikmalaya menurut responden ada pada kategori baik. Ada pengaruh tidak signifikan secara parsial pemberian kompensasi terhadap kinerja pegawai, sedangkan lingkungan kerja non fisik dan motivasi secara parsial berpengaruh signifikan terhadap kinerja pegawai di Dinas Cipta Karya Tata Ruang dan Kebersihan Kota Tasikmalaya. Ada pengaruh yang signifikan pemberian kompensasi, lingkungan kerja non fisik, dan motivasi secara simultan terhadap kinerja pegawai di Dinas Cipta Karya Tata Ruang dan Kebersihan Kota Tasikmalaya.

Kata Kunci : Kompensasi, lingkungan kerja, motivasi, kinerja pegawai