

## ABSTRAK

Penelitian ini dilakukan di Kantor PT PLN (Persero) Distribusi Jawa Barat dan Banten dengan menggunakan kompensasi finansial dan kompensasi non finansial sebagai variabel independen dan kinerja karyawan sebagai variabel dependen. Sampel yang digunakan adalah karyawan Kantor PT PLN (Persero) Distribusi Jawa Barat dan Banten sebanyak 160 orang dengan menggunakan teknik *Propotionate Cluster Random Sampling*.

Analisis yang digunakan meliputi uji validitas, uji reliabilitas, analisis regresi linear berganda, koefisien determinasi, uji F dan uji t. Hasil penelitian menyatakan bahwa kompensasi finansial dan kompensasi non finansial termasuk dalam kategori baik dan kinerja karyawan termasuk dalam kategori baik.

Berdasarkan hasil penelitian, kompensasi finansial dan kompensasi non finansial secara parsial memberikan pengaruh positif dan signifikan terhadap kinerja karyawan, kompensasi finansial memberikan pengaruh sebesar 20,1%, sedangkan kompensasi non finansial memberikan pengaruh lebih besar yaitu 36,4%. Selain itu, hasil uji simultan menunjukkan bahwa kompensasi finansial dan kompensasi non finansial berpengaruh signifikan terhadap kinerja karyawan dengan total kontribusi sebesar 27,2% sedangkan sisanya sebesar 72,8% dipengaruhi oleh faktor-faktor lain yang tidak diamati dalam penelitian ini.

Untuk lebih mendukung kinerja karyawan, disarankan Kantor PT PLN (Persero) Distribusi Jawa Barat dan Banten menyempurnakan sistem pemberian kompensasi yang terkait dengan kinerja karyawan agar karyawan lebih termotivasi dalam meningkatkan kinerjanya, selain itu perusahaan hendaknya memperhatikan variabel lain yang dapat mempengaruhi kinerja karyawan seperti Motivasi, Gaya Kepemimpinan, Budaya Organisasi dan lain-lain karena berdasarkan hasil penelitian variabel Kompensasi hanya memberikan pengaruh sebesar 27,2%.

**Kata Kunci: Kompensasi Finansial, Kompensasi Non Finansial dan Kinerja Karyawan**

## **ABSTRACT**

*This research was conducted at the office of PT PLN (Persero) Distribution of West Java and Banten by the use of financial compensation and non financial compensation as the independent variable and employee performance as the dependent variable. Sample used are employees office PT PLN (Persero) Distribution of West Java and Banten as many as 160 people by using techniques Proportionate Cluster Random Sampling.*

*The analysis used include validity test , reliability test, multiple regression analysis, the coefficient of determination, F test and t test. The result of research stated that financial compensation and non financial compensation included in good category, and employee performance included in good category.*

*Based on the result of research, financial compensation and non financial compensation partially provide a positive and significant influence on employee performance, the financial compensation given the influence of 20,1% and non financial compensation provide greater influence that was 36,4%. In addition, simultaneous test results showed that financial compensation and non financial compensation influence significantly to the employee performance with 27,2% contributions, while the rest of 27,8% is affected by other factors which are not observed in this research.*

*Further to support the employee performance, the author advised the Office of PT PLN (Persero) Distribution of West Java and Banten perfected the system of awarding compensation related to the employee performance so that employees are more motivated in enhancing performance, in addition the company should pay attention to other variables that can affect the employee performance such as motivation, leadership style, organizational culture and other because based on the results of the research, compensation variable only exert influence of 27,2%.*

***Keywords: Financial Compensation, Non Financial Compensation, and Employee Performance***