

**Pengaruh kompensasi non finansial terhadap motivasi kerja PNS  
Kementerian Sekretariat Negara RI = The influence of non financial  
compensation to employee work motivation at Ministry State Secretariat  
Republic of Indonesia.**

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**Abstrak**

Penelitian ini membahas tentang Pengaruh Kompensasi Non Finansial Terhadap Motivasi Kerja PNS Kementerian Sekretariat Negara RI. Penelitian ini bertujuan menjelaskan pengaruh penerapan kompensasi non finansial terhadap motivasi kerja PNS Kementerian Sekretariat Negara Republik Indonesia. Pendekatan penelitian ini adalah pendekatan kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner yang didukung wawancara dengan responden dan juga observasi. Teknik analisis data yang digunakan dalam penelitian ini adalah regresi linier sederhana. Hasil pengujian hipotesis menunjukkan adanya pengaruh signifikan antara setiap dimensi kompensasi non finansial terhadap motivasi kerja pegawai. Dimana berarti,  $H_0$  ditolak dan  $H_a$  diterima.

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This study aims to determinate influence of the practice of Non Financial Compensation to Employee Work Motivation at Ministry State Secretariat RI. This study intend to explain the influence of the practice of Non Financial Compensation to Work Motivaton. As for the variables are, Non Financial Compensation as independent variable and work motivation as dependent variable. The research was conduct at Ministry State Secretary of Indonesian Republic with quantitive approach, data collection techniquies is through questionnaires and the supported by respondents interview. Data analiysis techniques used in this study is a simple linerar regression. The results of hypothesis testing indicate a significant influence of the Non Financial Compensation Practice to Employee Work Motivation. Which mean  $H_a$  approved and  $H_0$  rejected.