

## Pengaruh motivasi kerja terhadap kinerja pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Riau

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### Abstrak

#### <b>ABSTRACT</b><br>

This research is aimed at knowing the dominant factors that affect employers' motivation of Dinas Tanaman Pangan dan Hortikultura in Riau Province and find out the effect of the motivation in order to design implication of policy in improving work performance of civil servant around Dinas Tanaman Pangan dan Hortikultura in Riau Province. This research is conducted in Dinas Tanaman Pangan dan Hortikultura in Riau Province at Jalan HR. Soebrantas No.4. The population of this research is 267 and 50 people was taken as the sample. The data was collected using interview and questioner then the data is analyzed using descriptive analysis method and path analysis using Amos 16 program and SPSS. This research requires primer and secondary data. The result of the research shows that compensation is a dominant factors that affects working motivation to employer of Dinas Tanaman Pangan dan Hortikultura in Riau Province and working motivation give positive feedback to Dinas Tanaman Pangan dan Hortikultura in Riau Province. Indicator that builds compensation variable, also incentive and reward variable are consider to be still at low level. Therefore this incentive and reward need to be increased, on the other hand punishment also need to be given to employers who don't work well.