

ABSTRAK

**PENGARUH PERSEPSI KEADILAN NON FINANSIAL
DAN MOTIVASI KERJA
TERHADAP KINERJA PEGAWAI**

Studi Kasus pada Pegawai Negeri Sipil (PNS) di Kantor Puskesmas
Bondo Kodi

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Penelitian ini bertujuan untuk mengetahui pengaruh persepsi keadilan non finansial dan motivasi kerja terhadap kinerja pegawai pada Pegawai Negeri Sipil di Puskesmas Bondo Kodi. Populasi dalam penelitian ini adalah staff di Kantor Puskesmas Bondo Kodi yang seluruhnya berjumlah 27 orang, dengan sampel sebanyak 27 orang. Teknik pengumpulan data dengan kuesioner dan dokumentasi. Analisis data menggunakan teknik analisis regresi linier berganda. Hasil penelitian diketahui bahwa ada pengaruh persepsi keadilan non finansial dan motivasi kerja secara bersama-sama terhadap kinerja pegawai dan ada pengaruh positif persepsi keadilan non finansial dan motivasi kerja secara sendiri-sendiri terhadap kinerja pegawai. Hasil penelitian ini juga diketahui bahwa pegawai di Puskesmas Bondo Kodi memiliki kinerja yang sangat tinggi.

Kata kunci : Pengaruh persepsi keadilan non finansial dan motivasi kerja terhadap kinerja pegawai.

**THE INFLUENCE OF NON FINANCIAL FAIRNESS AND WORK MOTIVATION
TOWARDS THE WORKERS' WORK PERFORMANCE**

**A Case Study on the Civil Servants at the office of People's Health Care Centre
Of Bondo Kodi**

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ABSTRACT

The objective of the research was to identify the influence of non financial fairness and work motivation on the work performance of the civil servants at the People's Health Care Centre of Bondo Kodi. The population of the research was the staff of the People's Health Care Centre at Bondo Kodi office which consisted of all 27 civil servants, who were all the sample. The data collecting technique used questionnaires and documentation, whereas the data analyzing technique used a multiple linear regression technique. The result of the research was that there was an influence of the perception of each of non financial fairness and work motivation on the work performance of the workers. The result also indicated that the civil servants at Bondo Kodi Health Care Centre had got an excellent work performance.

Key words: The influence of non financial fairness and work motivation on the work
Performance of the officials/ civil servants