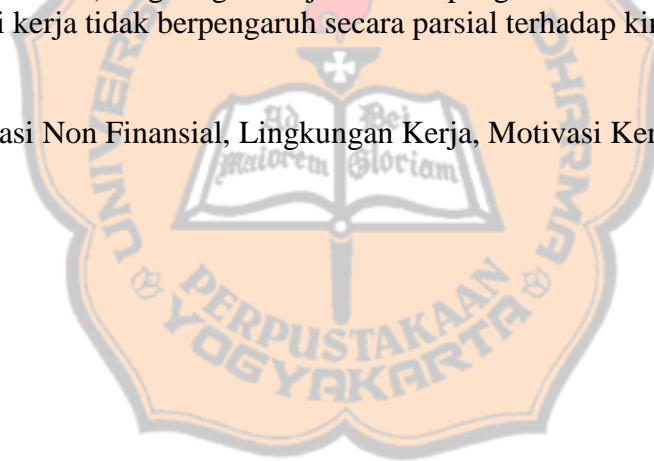


**ABSTRAK**  
**PENGARUH KOMPENSASI NON FINANSIAL,  
LINGKUNGAN KERJA FISIK, DAN MOTIVASI KERJA TERHADAP  
KINERJA KARYAWAN**  
(Studi pada Karyawan Hotel Grand Keisha Yogyakarta)

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2020

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi non finansial, lingkungan kerja fisik, dan motivasi kerja terhadap kinerja karyawan Hotel Grand Keisha Yogyakarta. Populasi dalam penelitian ini adalah seluruh karyawan yang bekerja pada Hotel Grand Keisha Yogyakarta. Jumlah sampel sebanyak 39 responden. Uji instrument yang digunakan menggunakan uji validitas dan uji reliabilitas. Teknik analisis yang digunakan adalah regresi linear berganda. Pengolahan data menggunakan software SPSS statistics 25. Hasil menunjukkan bahwa 1) kompensasi non finansial, lingkungan kerja, dan motivasi kerja berpengaruh secara simultan terhadap kinerja karyawan. 2) kompensasi non finansial berpengaruh secara parsial terhadap kinerja karyawan. 3) lingkungan kerja fisik berpengaruh secara parsial terhadap kinerja karyawan. 4) motivasi kerja tidak berpengaruh secara parsial terhadap kinerja karyawan.

Kata kunci: Kompensasi Non Finansial, Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan



**ABSTRACT**  
**THE INFLUENCES OF NON-FINANCIAL COMPENSATION, PHYSICAL WORKING ENVIRONMENT, AND WORK MOTIVATION ON EMPLOYEES' WORK PERFORMANCE**

A study on Grand Keisha Hotel's employees  
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2020

This study aimed to examine the influence(s) of non-financial compensation, physical working environment, and work motivation on Grand Keisha Hotel employees' work performance. The population in this study included all of the employees working at Grand Keisha Hotel and The number of samples or respondents was 39 employees. The test instruments used in this study were Validity Test and Reliability Test. The analysis technique used was the Multiple Linear Regression, while the data processor was the SPSS Statistics 25 software. The results showed that 1) non-financial compensation, working environment, and work motivation simultaneously influenced the employees' work performance, 2) non-financial compensation partially influenced the employees' work performance, 3) physical working environment partially influenced the employees' work performance, and 4) work motivation did not influence the employees' work performance.

Keywords: non-financial compensation, working environment, work motivation, work performance

