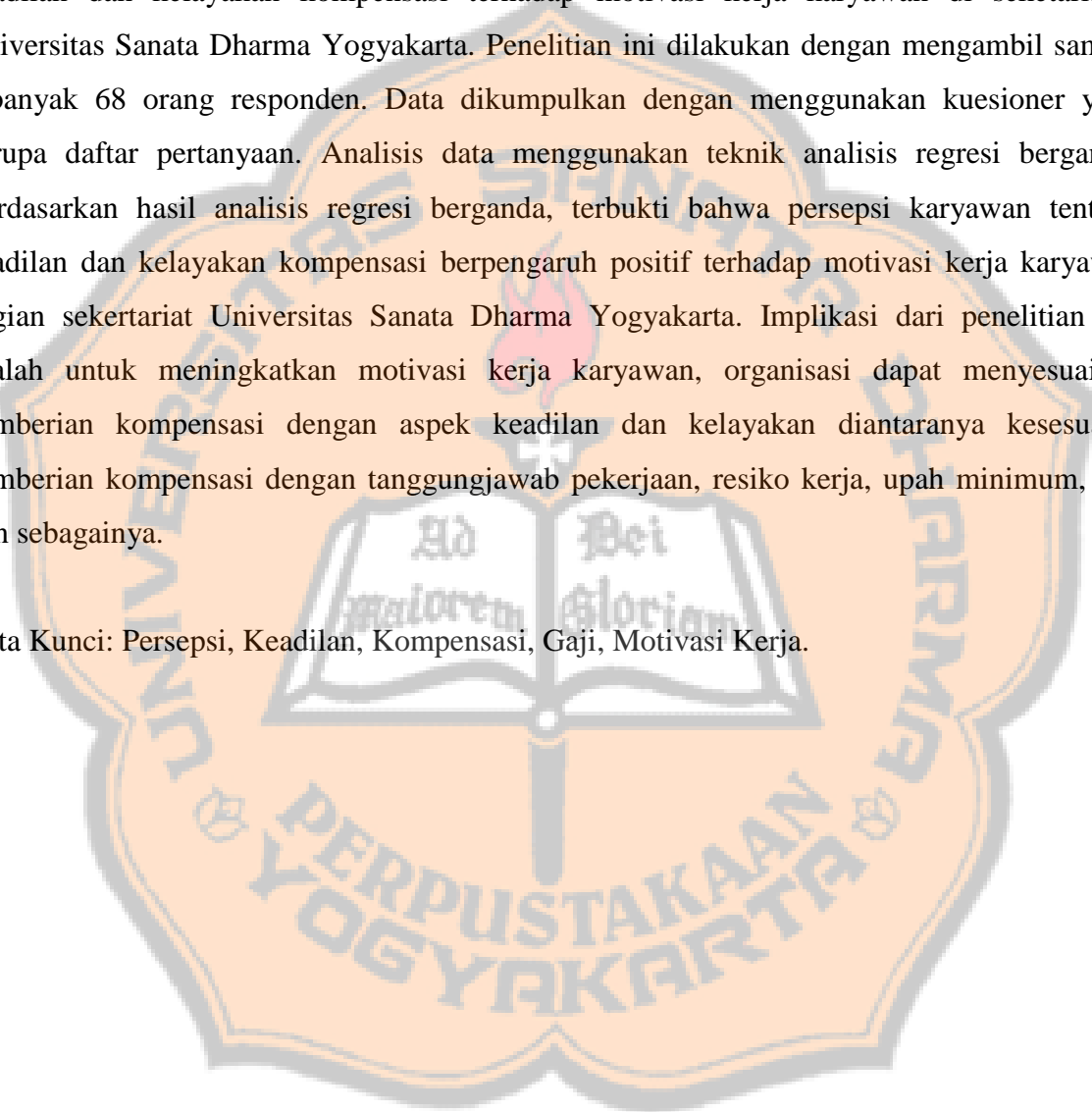## ABSTRAK

PENGARUH PERSEPSI KARYAWAN TENTANG KEADILAN DAN KELAYAKAN KOMPENSASI TERHADAP MOTIVASI KERJA

Penelitian ini bertujuan untuk mengetahui pengaruh persepsi karyawan tentang keadilan dan kelayakan kompensasi terhadap motivasi kerja karyawan di seketariatan Universitas Sanata Dharma Yogyakarta. Penelitian ini dilakukan dengan mengambil sampel sebanyak 68 orang responden. Data dikumpulkan dengan menggunakan kuesioner yang berupa daftar pertanyaan. Analisis data menggunakan teknik analisis regresi berganda. Berdasarkan hasil analisis regresi berganda, terbukti bahwa persepsi karyawan tentang keadilan dan kelayakan kompensasi berpengaruh positif terhadap motivasi kerja karyawan bagian sekertariat Universitas Sanata Dharma Yogyakarta. Implikasi dari penelitian ini, adalah untuk meningkatkan motivasi kerja karyawan, organisasi dapat menyesuaikan pemberian kompensasi dengan aspek keadilan dan kelayakan diantaranya kesesuaian pemberian kompensasi dengan tanggungjawab pekerjaan, resiko kerja, upah minimum, dan lain sebagainya.

Kata Kunci: Persepsi, Keadilan, Kompensasi, Gaji, Motivasi Kerja.

ABSTRACK

THE EFFECT OF EMPLOYEE PRECEPTIONS ABOUT FAIRNESS AND
FEASIBILITY OF COMPENSATION ON THE WORK MOTIVATION

This research attempts to study the influence of employee perceptions about fairness and feasibility of compensation the on motivation of secretary worker in Sanata Dharma University Yogyakarta. This research was conducted by taking samples as many as 68 respondents. Data were collected using a questionnaire. Data analysis utilized was multiple linear regression. Based on the results of a multiple linear regression analysis, it was fund out that employee perception of fairness and feasibility of compensating have positive effect on the motivation of secretary section worker of Sanata Dharma University Yogyakarta. The implications of this research, is to increase employee motivation, organizations can customize the awarding of compensation with the fairness and appropriateness of conformity granting compensation with the responsibilities of the job, the risk of employment, minimum wage, etc.

Key words: Preceotion, Fairness, Feasibility, Compensation, Wage, Working Motivation