

ABSTRACT

This research is conducted to determine the influence of financial compensation and non-financial compensation on employee work productivity PT Primajasa Perdanarayautama Soekarno-Hatta Bandung Branch. The purpose of this research is to determine the influence of financial compensation on employee work productivity, the influence of non-financial compensation on employee work productivity, the influence of financial compensation and non-financial compensation on employee work productivity and the influence of financial compensation and non-financial compensation partially and simultaneously on employee work productivity.

The method which is used is quantitative method with research type is a descriptive study and causal. The types of data needed for the research are primary data and secondary data. While the techniques used in collecting data for the research are interviews, questionnaires, and literature study. Sampling was done by non-probability sampling of sampling saturated (census) method, with the number of respondents are 50 respondents who are permanent employees of Primajasa. Then, for data analysis is used descriptive analysis, multiple linear regression analysis, and data processing using SPSS software version 22.0.

Based on test results obtained compensation variable partial hypothesis financially significant and positive effect on employee work productivity Primajasa. Variable non-financial compensation is not positive and significant effect on employee work productivity Primajasa. Based on simultaneous hypothesis testing results and the financial compensation variable compensation for non financial influential positive and significant impact on employee work productivity of Primajasa, this is evidenced by $F_{count} > F_{table}(8.417 > 3, 20)$ with a significance level of $0.001 < 0.05$. Based on the coefficient of determination is found that the effect of compensation financial variable and non-financial compensation on employee work productivity amounted to 50.9% and the remaining 49.1% influenced by other factors such as work motivation factor and safety at work is not examined in this research.

This research conclusion, the provision of financial compensation and non-financial compensation by PT Primajasa Perdanarayautama Branch Soekarno-Hatta Bandung is already included in good category, but there are some aspects that need to be improved as appropriate salary, fitness bonus, the provision of facilities work, granting program other compensation such as travel program together for the good and harmonious relationship between the employee and the employer is maintained.

Keywords : *Compensation Financial, Non-Financial Compensation, Employee Work Productivity*