

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh remunerasi terhadap motivasi secara parsial, pengaruh motivasi terhadap kinerja secara parsial, pengaruh remunerasi terhadap kinerja secara parsial, seberapa besar pengaruh secara langsung remunerasi terhadap kinerja dengan pengaruh secara tidak langsung remunerasi terhadap kinerja melalui motivasi.

Penelitian ini dilakukan di Kantor Dinas Kelautan Dan Perikanan DIY. Jumlah sampel dari penelitian ini adalah 61 pegawai Kantor Dinas Kelautan Dan Perikanan DY. Analisis data menggunakan SPSS versi 22. Hasil penelitian Ini menunjukkan bahwa remunerasi secara parsial mempengaruhi motivasi. Motivasi secara parsial mempengaruhi kinerja. Remuneerasi mempengaruhi kinerja. Pengaruh langsung remunerasi terhadap kinerja lebih kecil dari pada pengaruh tidak langsung remunerasi terhadap kinerja melalui motivasi.

Kata Kunci: Remunerasi, Motivasi, Kinerja

ABSTRACT

This study aims to determine the effect of remuneration on partial motivation, the influence of motivation on performance partially, the effect of partial remuneration on performance, how much influence directly remuneration on performance with the indirect effect of remuneration on performance through motivation.

This research was conducted at the DIY Marine and Fisheries Office. The number of samples from this study were 61 employees of the Department of Marine and Fisheries Office DY. Data analysis using SPSS version 22. The results of this study indicate that remuneration partially affects motivation. Partial motivation affects performance. Remuneeration affects performance. The direct effect of remuneration on performance is smaller than the indirect effect of Remuneration on performance through motivation.

Keywords: Remuneration, Motivation, Performance.