

## ABSTRAK

Penelitian ini bertujuan untuk memperoleh temuan *eksplanatif* yang teruji tentang pengaruh (1) *insentif finansial* terhadap kinerja karyawan, (2) *insentif non finansial* terhadap kinerja karyawan, (3) motivasi kerja terhadap kinerja karyawan, PDP. Kahyangan Jember Kebun Sumber Wadung Desa Harjomulyo Kecamatan Silo. Desain penelitian yang digunakan dalam penelitian ini adalah desain penelitian kuantitatif. Seluruh karyawan yang merupakan subjek penelitian sejumlah 50 orang dijadikan sebagai populasi, sehingga penelitian ini termasuk kategori penelitian populasi. Data yang diperoleh dianalisis dengan analisis jalur. Hasil penelitian menunjukkan (1) *insentif finansial* tidak berpengaruh positif dan signifikan terhadap kinerja karyawan (2) *insentif non finansial* berpengaruh positif dan signifikan terhadap kinerja karyawan (3) motivasi kerja tidak berpengaruh positif dan signifikan terhadap kinerja karyawan pada PDP. Kahyangan Jember Kebun Sumber Wadung Desa Harjomulyo Kecamatan Silo.

Kata Kunci : *Insentif Finansial, Insentif Non Finansial, Motivasi Kerja dan Kinerja Karyawan.*



## **ABSTRACT**

*The objectives of this research were to obtain finding explanative proven effect (1) financial incentives toward employee performance, (2) non-financial incentives toward employee performance, (3) work motivation toward employee performance, PDP. KahyanganJemberSumberWadung Garden, Harjomulyo Village, Silo District. The research design used in this research was a quantitative research design. All employees who were the subject of the research total of 50 people were used as the population, so this research was included in the category of population research. The data obtained were analyzed by path analysis. The result showed (1) financial incentive was not positive and significant effect toward employee performance (2) non-financial incentive was positive and significant effect toward employee performance (3) work motivation was not positive and significant effect toward employee performance at PDP. KahyanganJemberSumberWadung Garden, Harjomulyo Village, Silo District.*

*Keywords : Financial Incentive , Non-Financial Incentive , Job motivation and Employee Performance.*

