

ABSTRAK

Penelitian ini mengkaji pengaruh insentif finansial, insentif non finansial, dan motivasi kerja terhadap kinerja karyawan di Dinas Perikanan Jember. Penelitian ini dilatarbelangi oleh adanya perbedaan persepsi dan kepuasan terhadap sistem insentif, terutama antara karyawan. Peningkatan signifikan volume pekerjaan akibat program strategis daerah tidak diimbangi dengan penambahan jumlah pegawai, sehingga beban kerja menjadi tinggi dan berlapis. Kondisi ini menimbulkan kesenjangan motivasi yang berpotensi menurunkan kinerja organisasi. Metode yang digunakan penelitian adalah kuantitatif dengan pengumpulan data melalui kuesioner yang disebarakan kepada seluruh karyawan Dinas Perikanan yaitu 63 karyawan. Hasil penelitian menunjukkan bahwa 1) variabel insentif finansial (X1) $t_{hitung} > t_{tabel}$ ($10,063 > 2,00100$) dan nilai signifikansi $< 0,05$ artinya variabel insentif finansial (X1) berpengaruh signifikan terhadap kinerja karyawan, 2) variabel insentif non finansial (X2) $t_{hitung} > t_{tabel}$ ($7,032 > 2,00100$) dan nilai signifikansi $< 0,05$ artinya variabel insentif non finansial (X2) berpengaruh signifikan terhadap kinerja karyawan, 3) variabel motivasi kerja (X3) $t_{hitung} > t_{tabel}$ ($6,886 > 2,00100$) dan nilai signifikansi $< 0,05$ artinya variabel motivasi kerja berpengaruh signifikan terhadap kinerja karyawan. Hal ini berarti bahwa 78% perubahan variabel yang diamati dapat dijelaskan oleh variabel insentif finansial, insentif non finansial, dan motivasi kerja, sedangkan sisanya 22% dijelaskan oleh variabel lain di luar model.

Kata kunci : MSDM, Insentif Finansial, Insentif Non Finansial, Motivasi Kerja dan Kinerja Karyawan

ABSTRACT

This study examines the influence of financial incentives, non-financial incentives, and work motivation on employee performance at the Jember Fisheries Service. This research is motivated by differences in perception and satisfaction with the incentive system. The significant increase in work volume due to regional strategic programs is not matched by an increase in the number of employees, resulting in a high and layered workload. This condition creates a motivation gap that has the potential to reduce organizational performance. The research method used is quantitative, with data collection through questionnaires distributed to all 63 employees of the Fisheries Service. The results of the study show that 1) financial incentive variable (X1) $t_{\text{count}} > t_{\text{table}}$ ($10.063 > 2.00100$) and significance value < 0.05 means that financial incentive variable (X1) has a significant effect on employee performance, 2) non-financial incentive variable (X2) $t_{\text{count}} > t_{\text{table}}$ ($7.032 > 2.00100$) and significance value < 0.05 means that non-financial incentive variable (X2) has a significant effect on employee performance, 3) work motivation variable (X3) $t_{\text{count}} > t_{\text{table}}$ ($6.886 > 2.00100$) and significance value < 0.05 means that work motivation variable has a significant effect on employee performance. This means that 78% of the observed variable changes can be explained by financial incentive variables, non-financial incentives, and work motivation, while the remaining 22% is explained by other variables outside the model.

Keywords : *HRM, Financial Incentives, Non Financial Incentives, Work Motivation and Employee Performance*