

ABSTRACT

THE INFLUENCE OF WORKING MOTIVATION VIEWED FROM FINANCIAL, WORKING ENVIRONMENT, AND REWARD ASPECTS ON THE PERFORMANCE OF THE EMPLOYEES AT PERSONNEL BUREAU, REGIONAL SECRETARIAT, THE PROVINCE OF EAST JAVA

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This study was aimed to analyze the influence of financial, working environment, and reward aspects as working motivation factor on the performance of employees of Personnel Bureau, Regional Secretariat, The Province of East Java, and to find the predominant factor in affecting the performance of those employees.

Using simple random sampling, samples taken from this population comprised 102 individuals. The independent variables (X) were the factors of working motivation, comprising financial (X1), working environment (X2), and reward (X3) factors, while the dependent variable was employee performance (Y). Data were analyzed descriptively and multiple linear regression test.

Results showed that all independent variables (financial, working environment, and rewards) had simultaneous significant influence on the dependent variable (employee performance) with significance value of 0.000 ($p < 0.05$). Results of multiple linear regression analysis also showed partial influence of the three variables, and financial factor was found to be a predominant factor in affecting the performance of the employees of Personnel Bureau, Regional Secretariat, The Province of East Java.

Keywords: working motivation, financial factor, working environment, performance



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