

ABSTRACK

The existence of civil servant administrative staff and administrative employees paid by honorarium is different in terms of their rights and obligations. In various real aspect, civil servant administrative staff have advantages of their rights. On the other hand, the advantages got by the administrative employees paid by honorarium are more limited, although the demands for obligations which must be obeyed are equal to the civil servant administrative staff. However, the quantity of administrative employees paid by honorarium in UNESA is quite great. So this condition serve as a basis for this research to see their work motivation. By doing this research, it is hoped to investigate motivational factors which are activators for the staffs to work the best.

Variables to be tested in this research are salary/wages, income beside salary/wages, socio cultural environment, PNS status (status of government employee), work situation, work facilities, appreciation and opportunities to promote the staff themselves. This research aim at testing the effect of the eight variables individually or simultaneously toward the administrative staff work achievement either with PNS status or paid by honorarium. Moreover, it purposes to see which variable is affected mostly toward the work achievement of the two groups. The last aim is testing the difference between the achievement of the two groups.

The population of this study is all of the administrative staffs in UNESA either with PNS status or paid by honorarium. Samples for the two groups are chosen by propotionate stratified random sampling. Data analysis used is the multiple regression analysis and the difference between two group means.

The result of data analysis shows that the eight variables have effects really toward the work achievement of the two groups either individually or simultaneously. This is proved by $t_{\text{observation}}$ which is more than t_{table} (1.671) at the 0.05 level of significance for two groups. Variable in the PNS administrative staff groups is as follows: 2.980 for salary variable; 2.841 for income beside salary ; 2.021 for socio cultural environment; 2.691 for PNS status; 2.453 for work situation ; 2,483 for work facility; 2.257 for appreciation and 3.765 for variable of opportunities to promote the staffs themselves.

In the group of administrative employees paid by honorarium, $t_{\text{observation}}$ for the eght variable is for the followings : 4.431 for wages variable; 5.820 for income beside wages ; 3,460 for socio cultural environment; 6,233 for PNS status; 5.191 for work situation ; 2,843 for work facility; 2.819 for appreciation and 5.743 for variable of opportunities to promote the staffs themselves. Simultan test (F_{test}) shows that the eight independent variables effect simultaneously toward work achievement of the two groups. This is provide by $F_{\text{observation}}$ of the PNS administration staffs (32.478) which is more