

***The Influence of Financial and Non-Financial Compensation On Employees' Performance  
at Pt. Abadi Express (Tiki) Yogyakarta***

***Abstract***

*This study aims at identifying the influence of financial and non-financial compensation on employees' performance at PT. Abadi Express (TIKI) Yogyakarta. Probability Sampling method is applied to determine the sample used. This method gives equal opportunity for every element (member) of population. Primary data consist of 50 employees at PT. Abadi Express Yogyakarta. The results on employees' perceptions are: the variable of financial compensation has regression coefficient of 2,198 and non-finansial compensation variable has regression coefficient of 3,007. It indicates that financial and non-financial compensation gives positive effect on employees' performances at PT. Abadi Express Yogyakarta. Therefore, it implies that the higher financial compensation given and the better non-financial compensation given, the better performances are showed by employees at PT. Abadi Express Yogyakarta. It is indicated by the value of regression analysis where the calculated t value of financial compensation and non-financial compensation is bigger than it table t value. The calculated t value of financial compensation is (2,198 > 2,012, sig 0,033 <0,05) and table t value of non-financial compensation is (3,007 > 2,012, sig 0,04 <0,05). Thus, it shows both financial and non financial compensation influence employees' performance variable at PT. Abadi Express Yogyakarta.*

***Keywords:*** *Financial Compensation, Non-Financial Compensation, Employee Performance, Sampling Probabiliti, Employee Perceptions.*