

PENGARUH KOMPENSASI FINANSIAL LANGSUNG TERHADAP MOTIVASI KERJA PEGAWAI KEMENTERIAN PARIWISATA DI JAKARTA PUSAT

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi finansial langsung terhadap motivasi kerja pegawai Kementerian Pariwisata di Jakarta yang diukur berdasarkan indikator kompensasi yaitu upah, gaji, dan insentif dan indikator motivasi yaitu dorongan mencapai tujuan, semangat kerja, inisiatif kreatifitas, dan rasa tanggung jawab. Jenis penelitian deskriptif (*descriptive reserch*) dengan pendekatan kuantitatif. Metode pengambilan sampel yang digunakan adalah *total sampling*, pengambilan sampel yang dipilih adalah seluruh pegawai Kementerian Pariwisata di Jakarta Pusat Bagian Umum Kepegawain, Hukum dan Organisasi. Sampel yang diambil sebanyak 32 responden. Teknik pengumpulan data dilakukan dengan cara menyebar kuesioner seluruh pegawai Kementerian Pariwisata di Jakarta Pusat Bagian Umum Kepegawain, Hukum dan Organisasi. Analisis data menggunakan metode analisis uji validitas, uji reliabilitas, uji hipotesis, uji koefisien determinasi. Berdasarkan hasil penelitian menunjukkan bahwa terdapat pengaruh antara variabel kompensasi finansial langsung terhadap motivasi kerja pegawai Kementrian Pariwisata di Jakarta Pusat. Hal ini ditunjukn oleh nilai t hitung $>$ t tabel $9.515 > 2,042$ dengan signifikan ($0,000 < 0,05$) maka H_0 ditolak dan H_a diterima, artinya ada pengaruh positif kompensasi finansial langsung terhadap motivasi kerja pegawai. Terdapat pengaruh antara kompensasi finansial langsung terhadap motivasi kerja pegawai Kementrian Pariwisata di Jakarta Pusat. Hasil uji koefisien determinasi menunjukkan bahwa R Square sebesar 0,751. Hal ini berarti 75,1% motivasi kerja pegawai di Kementerian Pariwisata Jakarta Pusat dipengaruhi oleh kompensasi finansial langsung, dan sisanya sebesar 24,9% dipengaruhi oleh faktor-faktor diluar penelitian ini.

Kata kunci: *Kompensasi Finansial Langsung, Motivasi Kerja Pegawai*

**THE EFFECT OF DIRECT FINANCIAL COMPENSATION ON
EMPLOYEE MOTIVATION IN THE MINISTRY OF TOURISM IN
CENTRAL JAKARTA**

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Abstrack

This study aims to know the effect of Direct Financial Compensation on employee motivation in the Ministry of Tourism in Jakarta, which is measured based on compensation indicators, namely wages, salaries, and incentives and motivational indicators, namely the drive to achieve goals, work spirit, creativity initiatives, and a sense of responsibility. Type of research is descriptive research type (descriptive research) with a quantitative approach. The sampling method used was total sampling, the selected samples were all employees of the Ministry of Tourism in Central Jakarta in the General Section of Personnel, Law and Organization. Samples taken as many as 32 respondents. Data collection techniques were carried out by distributing questionnaires to all employees of the Ministry of Tourism in Central Jakarta, the General Section of Personnel, Law and Organization. Data analysis using the validity test, reliability test, hypothesis test, coefficient of determination test. Based on the results of the study it show that there is an influence of the variable financial compensation directly on the work motivation of the Ministry of Tourism employees in Central Jakarta. This is indicated by the value of $t_{\text{arithmatic}} > t_{\text{table}}$ $9,515 > 2,042$ with a significant $(0,000 < 0,05)$ then H_0 is rejected and H_a is accepted, meaning that there is a positive effect of direct financial compensation on employee work motivation. There is an influence of direct financial compensation to the work motivation of the Ministry of Tourism employees in Central Jakarta. The coefficient of determination test results show that R^2 is of 0.751. This means that 75.1% of employees' work motivation at the Central Jakarta Ministry of Tourism is influenced by direct financial compensation, and the remaining 24.9% is influenced by factors beyond this research.

Keywords: *Direct Financial Compensation, Employee Work Motivation*