

## ABSTRAK

Tujuan dari penelitian ini yaitu untuk mengetahui dan menjelaskan signifikansi pengaruh Insentif Materiil dan Insentif Non Materiil terhadap Motivasi Kerja, pengaruh Insentif Materiil dan Insentif Non Materiil terhadap Kinerja Karyawan, dan pengaruh Motivasi Kerja terhadap Kinerja Karyawan. Metode penelitian yang dipakai adalah kuantitatif. Penelitian digunakan untuk menguji hipotesis yang telah diajukan yaitu terdapat pengaruh yang signifikan antara variabel bebas Insentif Materiil, Insentif Non Materiil dengan Motivasi Kerja sebagai variabel intervening dan Kinerja Karyawan sebagai variabel terikat. Populasi dalam penelitian ini berjumlah 100 karyawan PT. Arto Metal Internasional Sidoarjo. Jumlah sampel sebanyak 100 karyawan PT. Arto Metal Internasional Sidoarjo dengan menggunakan teknik probability sampling. Penelitian ini menggunakan analisis statistik deskriptif dan analisis statistik inferensial yang digunakan untuk mengetahui unsur-unsur variabel Insentif Materiil, Insentif Non Materiil, Motivasi Kerja dan Kinerja Karyawan pada PT. Arto Metal Internasional Sidoarjo. Data diolah dengan menggunakan komputer program SPSS 22.0 for windows. Hasil penelitian menunjukkan bahwa variabel Insentif Materiil berpengaruh signifikan terhadap Motivasi Kerja, Insentif Non Materiil tidak signifikan terhadap Motivasi Kerja, Insentif Materiil berpengaruh signifikan terhadap Kinerja Karyawan, Insentif Non Materiil berpengaruh signifikan terhadap Kinerja Karyawan, Motivasi Kerja berpengaruh signifikan terhadap Kinerja Karyawan.

Kata Kunci: Insentif, Motivasi Kerja, Kinerja Karyawan

## ABSTRACT

The purpose of this research is to know and explain the significance of the the effect of Incentive Material and Incentive Non Material to Work Motivation. The effect of Incentive Material and Incentive Non Material to the Employee Performance, and the effect of Work Performance to Employee Performance. The research methods for this research is a quantitative. This research will test the proposed hypothesis and it has a significant effect between independent variables of Incentive material, Incentive Non Material with Work Motivation as intervening variable and Employee Performance as the dependent variable. The population of this research is 100 employees of PT. Arto Metal International Sidoarjo. Total sample will be 100 employees of PT. Arto Metal International Sidoarjo and it will use the probability sampling technique. This research is using descriptive statistic analysis and Inferential statistic analysis that will be used to know the elements of Incentive Material variable, Incentive Non Material, Work Motivation, and Employee Performance in PT. Arto Metal International Sidoarjo. The data will be processed using SPSS 22.0 for Windows. The research findings showed that the Incentive Material has a significant effect on Work Motivation, Incentive Non Material not significant an effect on Work Motivation, Incentive Material has a significant effect of Employee Performance, Incentive Non Material has a significant effect on Employee Performance, Work Motivation has a significant effect on Employee Performance.

Key Word: Incentive, Work Motivation, Employee Performance