

ABSTRACT

The purpose of this study is to analyze and describe the effect of discipline work, leadership style, non financial compensation, and motivation toward employee performance. And create employee performance improvement model through Motivation. The population in this study is employee at Badan Kepegawaian Daerah Semarang using questionnaire Sampling methode in this study is using census. Analysis methode in this study is using multiple linear regression analysis. Based on data analysis can be concluded that there is significant influence between dicipline worktoward motivation, there is significant influence between leadership style toward motivation, there is significant influence between non financial compensation toward motivation, there is significant influence between dicipline worktoward employee performance, there is significant influence between leadership style toward employee performance, there is significant influence between non financial toward employee performance, there is significant influence between motivation toward employee performance.

Keywords : *Dicipline Work, Leadership Style, Non Financial Compensation, Motivation, Employee Performance*

ABSTRAK

Tujuan penelitian ini adalah menganalisis dan mendeskripsikan pengaruh disiplin kerja, gaya kepemimpinan, kompensasi non finansial, dan motivasi terhadap kinerja karyawan. Dan menyusun model peningkatan kinerja karyawan. Populasi dalam penelitian ini adalah karyawan (SDM) di Badan Kepegawaian Daerah Kota Semarang dengan menggunakan kuesioner. Metode pengambilan sampling menggunakan metode sensus. Metode analisis menggunakan regresi linier berganda. Berdasarkan analisis data dapat disimpulkan bahwa terdapat pengaruh yang signifikan variabel disiplin kerja terhadap motivasi, terdapat pengaruh yang signifikan variabel gaya kepemimpinan terhadap motivasi, terdapat pengaruh yang signifikan variabel kompensasi finansial terhadap motivasi, terdapat pengaruh yang signifikan variabel disiplin kerja terhadap kinerja karyawan, terdapat pengaruh yang signifikan variabel gaya kepemimpinan terhadap kinerja karyawan, terdapat pengaruh yang signifikan variabel kompensasi non finansial terhadap kinerja karyawan, terdapat pengaruh yang signifikan variabel motivasi terhadap kinerja karyawan.

Kata Kunci : **Disiplin Kerja, Gaya Kepemimpinan, Kompensasi Non Financial, Motivasi, Kinerja Karyawan**