

**THE EFFECT OF WORK MOTIVATION AND FINANCIAL
COMPENSATION ON PERFORMANCE OF TEMBELANG DISTRICT
OFFICE EMPLOYEES**

ABSTRACT

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This study aims to determine the effect of work motivation on employee performance, and the effect of financial compensation on employee performance (PNS) in Tembelang District Office employees. This research is quantitative with this type of research is explanatory research. Data was collected by distributing questionnaires/questionnaires to 31 respondents of Civil Servants at the Tembelang District Office. By using the linkert scale, respondents' answers were processed by descriptive analysis, multiple regression, classical assumption test, t test, R^2 test.

The results of this study found that the variables of Work Motivation and Financial Compensation contributed to influencing the performance of the Tembelang District Office Employees, if the work motivation and Financial Compensation were higher, the performance of the employees would also increase, and vice versa if it was low then the employee's performance would also be low.

Keywords: work motivation, financial compensation, employee performance