

## ASBTRAK

Mastiasih, Made (2023), Pengaruh Motivasi, Beban Kerja dan Kompensasi Pada Kinerja Pegawai non PNS Universitas Pendidikan Ganesha, Tesis, Magister Ilmu Manajemen, Pascasarjana, Universitas Pendidikan Ganesha.

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Penelitian ini bertujuan untuk menganalisis pengaruh motivasi, beban kerja, dan kompensasi terhadap kinerja pegawai non Pegawai Negeri Sipil (PNS) di Universitas Pendidikan Ganesha. Pegawai non PNS memiliki peran penting dalam mendukung operasional universitas, oleh karena itu penting untuk memahami faktor-faktor yang mempengaruhi kinerja mereka. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data diperoleh melalui penyebaran kuesioner kepada pegawai non PNS di Universitas Pendidikan Ganesha. Sampel penelitian ini terdiri dari 189 responden pegawai non PNS yang memiliki posisi dan tanggung jawab yang beragam di berbagai unit kerja di Undiksha. Hasil analisis data menunjukkan bahwa motivasi pegawai non PNS memiliki pengaruh positif terhadap kinerja, dimana pegawai yang memiliki motivasi yang tinggi cenderung menunjukkan kinerja yang lebih baik. Beban kerja mempunyai pengaruh negatif terhadap kinerja pegawai non PNS Undiksha. Semakin tinggi beban kerja yang diberikan, kinerja pegawai cenderung menurun. Kompensasi yang adil dan memadai juga memiliki dampak positif terhadap kinerja pegawai non PNS. Motivasi, beban kerja, dan kompensasi berpengaruh signifikan terhadap kinerja pegawai non PNS di Universitas Pendidikan Ganesha. Hasil penelitian ini memiliki implikasi penting bagi manajemen Universitas Pendidikan Ganesha dalam meningkatkan kinerja pegawai non PNS. Pimpinan bagian kepegawaian Universitas Pendidikan Ganesha perlu memperhatikan dan meningkatkan motivasi pegawai dengan memberikan pengakuan, *reward*, dan kesempatan pengembangan karir. Selain itu, perlunya standar beban kerja bagi pegawai non PNS sebagai parameter kinerja dan standar kompensasi bagi pegawai non PNS untuk memastikan bahwa kompensasi yang diberikan sesuai dengan kontribusi pegawai yang bersangkutan.

Kata kunci: motivasi, beban kerja, kompensasi, kinerja

## ABSTRACT

*Mastiasih, Made (2023), The Influence of Motivation, Workload and Compensation on the Performance of Non-Civil Servants, Ganesha University of Education, Thesis, Master of Management Science, Postgraduate, Ganesha University of Education.*

*This thesis has been approved and examined by Supervisor I: Dr. I Nengah Suarmanayasa, SE, M.Sc. and Supervisor II: Prof. Putu Indah Rahmawati, S.St.Par., M.Bus., Ph.D.*

*This study aims to analyze the effect of motivation, workload, and compensation on the performance of non-Civil Servant employees at the Ganesha University of Education. Non-Civil Servants have an important role in supporting university operations, therefore it is important to understand the factors that influence their performance. This study uses a quantitative approach to the survey method. Data were obtained by distributing questionnaires to non-Civil Servants employees at the Ganesha University of Education. The sample of this study consisted of 189 non-Civil Servants employees who have various positions and responsibilities in various work units at the university. The results of the data analysis show that the motivation of non-Civil Servants employees has a positive influence on performance, where employees who have high motivation tend to show better performance. Meanwhile, workload has a negative influence on the performance of Undiksha non-PNS employees. The higher the workload given, the employee's performance tends to decrease. In addition, fair and adequate compensation also has a positive impact on the performance of non-Civil Servant employees. Motivation, workload, and compensation have a significant effect on the performance of non-Civil Servant employees at the Ganesha University of Education. The results of this study have important implications for the management of the Ganesha University of Education in improving the performance of non-Civil Servants. The leadership of the staffing department at the Ganesha University of Education needs to pay attention to and increase employee motivation by providing recognition, rewards and career development opportunities. In addition, there is a need for workload standards for non-Civil Servants employees as a performance parameter and compensation standards for non-Civil Servants employees to ensure that the compensation given is in accordance with the contribution of the employee concerned.*

*Keywords: motivation, workload, compensation, performance*