

THE EFFECT OF FINANCIAL COMPENSATION AND NON FINANCIAL COMPENSATION ON THE PERFORMANCE OF NON ASN EMPLOYEES AT THE DISTRICT OFFICE IN PALU CITY WITH WORK MOTIVATION AS AN INTERVENING VARIABLE

Rulya Apriliati^{1st}

Syahir Natsir^{2nd}

Adfiyani Fadjar^{3rd}

Master of Management Study Program, Faculty of Economics and Business, Tadulako University

prilia792@gmail.com, adfiyanifadjar@gmail.com

Abstract

This study looks at the sub-district office in Palu City and how non-ASN employees' performance is impacted by monetary and non-monetary compensation. As a moderating variable, intrinsic motivation at work is important. In order to gather data, we distributed surveys to individuals who were not ASN employees at the Palu City District Head Office. With 88 participants, the sample was selected using a non-probability sampling method based on the Slovin formula. This study found that (1) non-ASN workers at Palu City's Subdistrict Office were significantly and positively impacted by financial remuneration. (2) Employees who are not ASNs at the Palu City Subdistrict Office have shown that non-monetary reward significantly improves their performance. (3) Not only that, but research at the Palu City sub-district office found that monetary incentives significantly and favorably affected the motivation of non-ASN personnel to do their jobs. (4) Moreover, staff at the Palu City sub-district office who are not ASNs are more motivated to work when they get non-monetary remuneration. (5) Employees who are not ASNs at the Palu City Subdistrict Office have shown that intrinsic drive at work significantly improves their productivity. (6) Additionally, it has been shown that monetary incentive significantly and positively affects performance by motivating the work of non-ASN staff at the Palu City Subdistrict Office. (7) In addition, research conducted at the Subdistrict Office in Palu City found that non-monetary incentive significantly improves performance by motivating non-ASN personnel to work hard.

Keywords: Financial Compensation, Non Financial Compensation, Work Motivation, Employee Performance

INTRODUCTION

Any action taken by a company is primarily motivated by its human resources. The quality and quantity of an organization's human resources dictate its success or failure. An organization's performance is heavily dependent on its human resources, which are a type of capital (Agustian, 2019).

To ensure that human resources are both sufficient in number and of high quality, as well as correctly trained in the skills and knowledge necessary to carry out their jobs effectively, agencies and organizations must strike a balance between the value of human resources and the capabilities of their employees. Workers' enthusiasm for their jobs must be sustained through the use of constant motivational strategies (Bariyah, 2014). Goals of the organization and those of its employees can be harmonized through effective management. In return, the company will help its workers reach their individual objectives by providing them with resources and support. Every worker has their own set of aspirations, and one of those is to provide for their family's fundamental necessities including food, clothes, housing, medical care, and social standing. The next step is for

workers to pitch in and help the company reach its objectives. Reward is the term used to describe the money that an organization gives its workers so that they can reach their own objectives. Wages and other benefits accruing to an employee as a result of their job are collectively referred to as compensation. Workers care about their pay because it shows how much their job is valued by their employers, their families, and society at large (Dessler, 2020).

In terms of structure, there are two main categories of compensation programs: monetary and non-monetary. Wages, salaries, bonuses, and incentives are all forms of direct and indirect remuneration that employees get. Vacations and other benefits are examples of indirect compensation since they are not directly remunerated. All payments that are not covered by direct financial compensation are considered indirect compensation. This includes holidays and various benefits (Suci dan Dharmawan, 2022). In addition to monetary pay, research has demonstrated that non-monetary forms of compensation, such as leadership's undivided attention, positive reinforcement, and passion, are essential to effective compensation schemes. There are cases where non-monetary pay is more effective in motivating workers to do a good job. Reason being, once we reach the material stage of development, our demands for things like self-actualization—the need to be recognized by others—emerge alongside our material desires. (According to Syarief, 2014).

Employees will be motivated to work hard if their compensation is well executed. Paying employees is one way for businesses to show their appreciation for hard work and dedication. Pay should be reasonable, equitable, acceptable, motivating, rewarding, and in line with needs. It should also be satisfactory. Organizational compensation plans should be well-designed to foster productivity and success. Paying workers will be good for business and the workers themselves (Hulu, 2021).

Ability, experience, seriousness, and time all have a role in how well an individual does. Motivating employees, in addition to providing them with money and non-financial rewards, is essential for producing high-quality work. In addition, it has an impact. This can serve as motivation for workers to take pride in their job, which in turn boosts their efficiency and productivity. In this study, work motivation is seen as a connecting variable between financial and non-financial compensation in relation to employee performance. It acts as an intervening variable. It is essential for government organizations tasked with providing public services to have highly motivated employees if they are to achieve organizational goals and meet public expectations (Pertiwi and Saputra, 2020).

The government's guiding principles, which center on efficient management and full participation in all aspects of work, acknowledge that government agencies can only function effectively with competent and trustworthy employees. Optimal choices are the best ones. Every time a government agency completes a task, the public usually finds something negative to say about the results. Within the confines of the organization, elements related to monitoring and work discipline, which are a result of leadership's control over the execution of subordinates' job tasks, have an impact on performance. Incorporating components of assessing job performance (Marsaoly, 2016).

Salary indicators for non-ASN employees have not been provided in accordance with the City Minimum Wage, according to observations regarding financial compensation at the Palu City Subdistrict Office. This is a concern for employees since financial compensation has the potential to enhance employee performance. This is evident in the number of employees present, which necessitates prompt evaluation, since a significant number of employees continue to be tardy to work, leading to delayed public services. According to the findings of the non-financial compensation observations made at the Palu City sub-district office, the office's facilities are adequate but insufficient. For example, there are more employees than computers and laptops provided, so some employees still bring their own laptops to work, which can lead to work being finished late.

According to the findings from the sub-district office in Palu City's observations on work motivation factors, leadership should pay more attention to non-ASN employees. This is because many non-ASN workers still do not feel appreciated for their efforts, which is a major source of low motivation. what the agency does. Aside from that, many workers are still assigned to the wrong departments, which causes numerous programs to be inefficient and ineffective. Leaders should inspire their subordinates to do their best by doing things like paying them more when they put in extra hours and ensuring that all employees, regardless of race, gender, sexual orientation, or disability, have equal access to training and education opportunities outside of their immediate area. If the Subdistrict Office in Palu City wants to see better results from its non-ASN workers, it needs to inspire them to be more disciplined and productive so that they may reach their objectives. Not only that, but leaders who can set a positive example for their staff are essential if the organization is to accomplish its goals through the various programs it has devised.

The business foots the bill for employees' salaries, plus bonuses, premiums, healthcare, insurance, and other benefits (Noor et al., 2012). The satisfaction one gets from one's work, or from how one looks while working, is a kind of non-monetary reward. According to Bangun (2012), referenced at 257. An incentive to conform Something as basic as this is what drives people to labor, according to Wahjosumidjo (2012:177). Companies seek out workers who are competent in their roles and who are also eager to put in the necessary effort to succeed. How well an employee completes assigned tasks within a specified time frame while adhering to organizational policies is known as performance (Amanda et al., 2019).

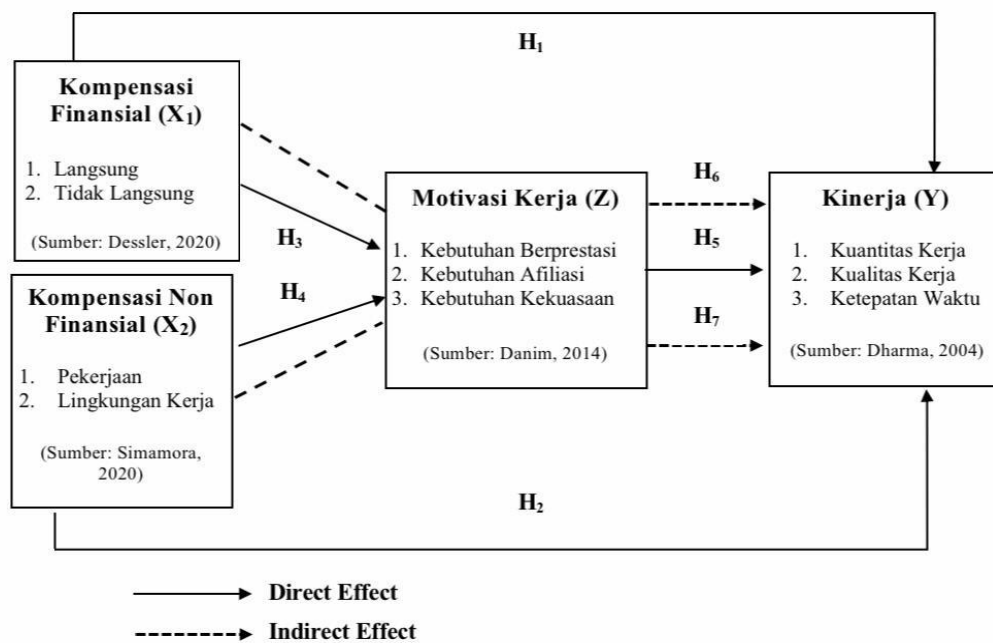


Figure 1. Research Framework

The hypothesis used in this research is based on the literature review and framework of thought above.:

- H1: Financial compensation has a significant impact on the performance of non-ASN employees at the district head office in Palu City.
- H2: Non-financial compensation has a significant effect on the performance of non-ASN employees at the District Head Office in Palu City.
- H3: Financial compensation has a significant effect on the work motivation of non-ASN employees at the District Head Office in Palu City.

- H4: Non-financial compensation has a significant effect on the work motivation of non-ASN employees at the District Head Office in Palu City.
- H5: Work motivation has a significant effect on the performance of non-ASN employees at the District Head Office in Palu City.
- H6: Financial compensation has a significant effect on performance through the work motivation of non-ASN employees at the District Head Office in Palu City.
- H7: Non-financial compensation has a significant effect on performance through the work motivation of non-ASN employees at the District Head Office in Palu City.

RESEARCH METHOD

Descriptive quantitative research is what this is all about. In most cases, descriptive research is still in its exploratory phase; the findings are still based on theories that need to be tested in future studies to see whether they are correct. Employees who are not ASNs at the District Head Office in Palu City were the subjects of this descriptive analysis, which aimed to determine the effect of monetary and non-monetary incentives on performance as a result of their motivation to work.

Every single sub-district office in Palu City was surveyed for this study. The following sub-district offices are located: West Palu Subdistrict Office on Jalan WR. Supratman No.2, Tatanga Sub-district Office on Jalan Kesehatan Duyu No.4, Mantikulore Sub-district Office in Talise, South Palu Sub-district Office on Jalan Dr. Abdurrahman Saleh No.40, Ulujadi Sub-district Office on Jalan Malonda, Tipu, East Palu Sub-district Office on Jalan Undata, North Palu Sub-district Office in Mamboro, and Tawaeli Sub-district Office on Jalan Poros Parigi-Palu. A total of 113 individuals from the following Palu City sub-district offices: West Palu, Ulujadi, East Palu, South Palu, Tatanga, Mantikulore, North Palu, and Tawaeli were included in the study as PHL (non ASN) employees. The Slovin formula, along with a sample size of eighty-eight individuals, is used to determine the sample size.

Utilizing the Structural Equation Model approach within the Smart Partial Least Squares (PLS) program, namely the SmartPLS 4.0 software, the data analysis technique is executed. Three tests—the outlier mode test, the inner model test, and the hypothesis test—are used to analyze data in the structural equation model.

RESULTS

OUTER MODEL ANALYSIS

1. *Convergent Validity*

A questionnaire's validity can be ascertained by administering the validity test. All statements in a questionnaire must prove something that the questionnaire claims to assess for the survey to be legitimate. The value of the average variance extracted is the basis for the convergent validity test for PLS with reflective indicators. If the outer loading value of an indicator is more than 0.7, we say that it has strong convergent validity. It will not be included in the measurement model if the outside load value is less than 0.7 may view the results of using SmartPLS in the table below :

Table 1. Loading Factor

Indikator	Financial Compensation (X ₁)	Non Financial Compensation (X ₂)	Employee Performance (Y)	Work Motivation (Z)
X1.1	.749			
X1.2	.746			

Indikator	Financial Compensation (X ₁)	Non Financial Compensation (X ₂)	Employee Performance (Y)	Work Motivation (Z)
X1.3	.739			
X1.4	.701			
X2.1		.757		
X2.2		.739		
X2.3		.782		
X2.4		.775		
X2.5		.757		
X2.6		.758		
X2.7		.737		
X2.8		.765		
X2.9		.737		
X2.10		.708		
X2.11		.755		
Y.1			.798	
Y.2			.857	
Y.3			.784	
Y.4			.812	
Y.5			.779	
Y.6			.760	
Y.7			.752	
Z.1				.787
Z.2				.770
Z.3				.711
Z.4				.753
Z.5				.763
Z.6				.791

Source: Processed Primary Data, July 2024

The outer loading value for each variable is greater than 0.7, as shown in the table above, thus all of the indicators can be termed legitimate. This allows us to quantify things and further examine them at a later time. This study makes use of the following values:

Table 2. Average Variance Extracted (AVE)

Variable	AVE value	Rule of Thumb	Information
Financial Compensation (X1)	.539	> 0,50	Valid
Non Financial Compensation (X2)	.566	> 0,50	Valid
Employee Performance (Y)	.628	> 0,50	Valid
Work Motivation (Z)	.582	> 0,50	Valid

Source: Processed Primary Data, July 2024

It is clear from the data in the table that all of the variables have an AVE value higher than 0.50. Every single one of the study's variables has been evaluated and found to be of high quality.

2. *Dicriminant Validity*

One way to determine if a construct has sufficient discriminants is to compare its loading value to that of other constructs; this is known as a discriminant validity evaluation.

It is possible to determine if a latent construct is discriminantly valid for each correlation between latent constructs using the Fornell Larcker criteria technique. Fornell Larcker's research guidelines are as follows:

Table 3. Fornell Larcker criteria

Variable	Financial Compensation (X1)	Non-Financial Compensation (X2)	Employee Performance (Y)	Work Motivation (Z)
Financial Compensation (X1)	.734			
Non Financial Compensation (X2)	.599	.752		
Employee Performance (Y)	.760	.667	.792	
Work Motivation (Z)	.686	.620	.708	.763

Source: Processed Primary Data, July 2024

Every statement indication has the largest loading factor value for the tested latent construct, as shown in the table above. In other words, each statement indicator does a good job of predicting each hidden concept. All latent constructs are considered to be discriminantly valid.

3. *Composite Reliability*

In this study, the dependability of a survey is evaluated using a reliability test. If the same person regularly answers the same questions in different surveys, then we may trust the results. Two tools, composite reliability and Cronbach's alpha, can be used to assess dependability. By examining the view of latent variable coefficients, we may conduct this composite reliability assessment. When both the Cronbach's alpha and the composite reliability values are higher than 0.60 and 0.70, respectively, we say that the construct is reliable. The outcomes of research on composite dependability are displayed in the table below:

Table 4. Cronbach's alpha and Composite Reliability

Variable	Cronbach's alpha	Composite Reliability
Financial Compensation (X1)	.715	.716
Non Financial Compensation (X2)	.923	.928
Employee Performance (Y)	.901	.901
Work Motivation (Z)	.857	.859

Source: Processed Primary Data, July 2024

All research variables had Cronbach's alpha values greater than 0.60 and composite reliability values greater than 0.70, as shown in the table above. According to these findings, the reliability of each variable is high.

INNER MODEL ANALYSIS

Finding out the interrelationships of items can be achieved through inner model testing. A study was conducted. When using the SmartPLS 4.0 software to test hypotheses. Here we are putting the PLS Inner Model software through its paces:

1. *R-Square*

The R-squared value reveals the extent to which one variable influences another.

Table 5. R-Square Value

Variable	R-Square
----------	----------

Work motivation (Z)	.539
Employee Performance (Y)	.678

Source: Processed Primary Data, July 2024

According to the data shown in the table, the work incentive variable (Z) has an R-squared value of 0.539. Work motivation (Z) is impacted by monetary and non-monetary compensation (X1) to the tune of 53.9%, with the remaining 46.1% attributable to factors not included in this study's model. This employee's performance has a value of 0.6778. By 67.8 percentage points, the R-squared value for employee performance shows that monetary remuneration (X1), non-monetary compensation (X2), and intrinsic motivation (Z) all have an effect on performance (Y). Other variables not included in this study model account for the remaining 32.2%. To determine the level of compatibility, the Q-Square value is used. Like the determination coefficient, the Q-squared value is used in regression analysis. The closer the Q-Square is to 1, the better the model fits the data. Here are the outcomes of the Q-Square value calculation:

$$\begin{aligned}
 Q\text{-Square} &= 1 - [(1 - R^2_1) \times (1 - R^2_2)] \\
 &= 1 - [(1 - 0,539) \times (1 - 0,678)] \\
 &= 1 - (0,461 \times 0,322) \\
 &= 1 - 0,148 \\
 &= 0,852
 \end{aligned}$$

A Q-Square value of 0.852 was determined from the data. In other words, 85.2% of the various forms of study data can be explained by this model. The remaining 14.8%, however, are attributable to factors unrelated to out current study. The diversity of data within this research model is higher than that of data outside of it, according to this finding. It follows that this study model is effective, according to these findings.

HYPOTHESIS TEST

Research claims or concepts are checked for veracity through hypothesis testing. Questions were answered by this research using data. To find out the T-statistics and P-values, we tested our hypotheses. In order to accept the research hypothesis, the P-value must be less than 0.05. Otherwise, it will not be accepted. A T-table distribution value of 1.96 was derived from an 88-person sample. If the T-statistic is bigger than 1.96, we can say that the hypothesis is accepted. If the T-statistic value is greater than 1.96, the null hypothesis is rejected. A table containing the findings from this study is provided below:

Table 6. Test Results of Direct and Indirect Effects Between Variables

Relationships Between Constructs	Original Sample (O)	Sample Mean (M)	Standart Deviation (STDEV)	T Statistics (O/STDEV)	P values	Information
X1 → Y	0,438	0,434	0,095	4,603	0,000	Significant
X2 → Y	0,247	0,252	0,084	2,938	0,003	Significant
X1 → Z	0,491	0,498	0,099	4,966	0,000	Significant
X2 → Z	0,325	0,325	0,118	2,747	0,006	Significant
Z → Y	0,254	0,255	0,092	2,762	0,006	Significant
X1 → Z → Y	0,125	0,129	0,057	2,199	0,028	Significant
X2 → Z → Y	0,083	0,081	0,042	1,978	0,048	Significant

Source: Processed Primary Data, July 2024

According to the data in the table, each of the seven interrelated factors has a significant influence on the others. This study's hypotheses are considered valid.

DISCUSSION

The Effect of Financial Compensation on the Performance of Non ASN Employees at the Subdistrict Office in Palu City

The results of the hypothesis testing show that the non-ASN employees at the Palu City sub-district office have been significantly and favorably affected by financial reward in terms of their performance. This demonstrates that financial compensation, in its many forms (direct and indirect), can have an effect on worker productivity. According to the direct compensation dimension, the majority of non-ASN employees still don't care much about their work, which affects their performance, because their salaries aren't commensurate with the agency's responsibilities and expectations. As an example of indirect remuneration, the office provides health and work accident insurance to non-ASN staff, which should motivate them to do a better job.

This study's findings suggest that monetary compensation has a significant impact on worker productivity, since it serves as an incentive for non-ASN staff at Palu City's District Head Office to up their game. Paying non-ASN workers at the Palu City District Head Office a living wage is crucial because, in this instance, a larger wage can motivate them to do a better job.

All of this lines up with what Karang dkk., (2020) found. This proves that PT Arta Sedana Retailindo Hardys Malls Sanur Branch's financial compensation significantly and favorably affects employee performance.

The Effect of Non Financial Compensation on the Performance of Non ASN Employees at the District Head Office in Palu City

The hypothesis testing results show that non-financial compensation has a positive and significant effect on the performance of non-ASN employees at the District Head Office in Palu City. This proves that non-monetary aspects of pay, such as job and work environment, can affect productivity. The agency has created chances for non-ASN personnel to improve their skills, which will increase employee performance, according to the job dimension. The leadership at the District Head Office in Palu City has implemented good policies for all non-ASN employees, which will increase their performance, according to the work environment dimension.

Since non-monetary compensation can be utilized as a strategy to motivate non-ASN employees at the District Head Office in Palu City to improve their performance, the results of this inquiry suggest that non-monetary compensation significantly impacts employee performance. In order to improve the performance of non-ASN employees at the sub-district office in Palu City, non-monetary compensation is crucial. This is because each non-ASN employee requires individual attention from the agency or office.

Aliyya dkk., (2022) found similar results in their investigation. This proves that in Payakumbuh City, BPR workers' performance is impacted by non-monetary remuneration.

The Effect of Financial Compensation on the Work Motivation of Non ASN Employees at the District Head Office in Palu City

Hypothesis testing results show that non-ASN employees' work motivation at the Palu City sub-district office is positively and significantly affected by monetary incentive. This demonstrates that financial compensation, in its many forms (direct and indirect), can affect employees' incentive to work. From a direct compensation perspective, it is clear that non-ASN employees have not been adequately compensated for the duties and results assigned to the agency. As a result, the majority of non-ASN employees still do not feel passionate about their work, which in turn affects their motivation to do their best. As an example of indirect remuneration, the office provides health and work accident insurance to non-ASN staff, which should motivate them to do a better job.

Because financial compensation is a strategy to stimulate greater work motivation among non-ASN employees at the District Head Office in Palu City, the results of this inquiry research suggest that financial compensation significantly influences work motivation. The amount of cash remuneration might influence the level of motivation among non-ASN employees at the District Head Office in Palu City, therefore providing it is of utmost importance.

Consistent with previous studies, this one finds that monetary remuneration has a positive and substantial effect on motivation (Puspitasari et al., 2022). Particularly in the understudied area of monetary reward and motivation, this study adds to our knowledge of the interplay between these two factors.

The Effect of Non Financial Compensation on the Work Motivation of Non ASN Employees at the District Head Office in Palu City

Tests of the null hypothesis revealed that monetary compensation had no influence on the level of intrinsic motivation among non-ASN workers at the Palu City sub-district office. What this means is that job and work environment, two components of non-monetary compensation, can have an effect on motivation to work. In order to increase employee work motivation, the agency has given non-ASN personnel chances to develop their skills and advance in their careers, as explained in the work dimension. According to the information supplied in the work environment dimension, the leadership at the Palu City Subdistrict Office has implemented measures that will motivate all employees who are not ASN.

Since non-monetary compensation can be utilized to promote higher levels of work motivation among non-ASN employees at the District Head Office in Palu City, this study's findings suggest that non-monetary compensation has a significant impact on employee work motivation. Agency or office attention to every non-ASN employee is very crucial, and non-monetary compensation plays a significant role in this regard; it has the potential to increase the work motivation of non-ASN employees at the Palu City sub-district office.

Findings from this study are consistent with those from Puspitasari et al. (2022), which found that non-monetary incentive significantly boosts motivation. Due to a lack of research in this area over the last decade, this study fills a gap in our knowledge of the link between factors by focusing on non-monetary remuneration as a motivator.

The Effect of Work Motivation on the Performance of Non-ASN Employees at the District Head Office in Palu City

The results of the hypothesis testing demonstrate that non-ASN employees' performance at the Palu City sub-district office is positively and significantly impacted by work motivation. Employee performance can be influenced by the three components of work motivation: the need for accomplishment, the need for affiliation, and the need for power. According to the need for achievement dimension, non-ASN workers in the Palu City sub-district office will be more motivated to do their best work if they see that their peers at the top get recognition for their efforts. For non-ASN workers at the Palu City sub-district office to see an uptick in productivity, the necessity for affiliation dimension clarifies the significance of teamwork. Employees at the District Head Office in Palu City are driven to work harder and more diligently according to the desire for power dimension. They want to improve their career prospects and make a difference in the performance of their coworkers who are not ASN.

Since work motivation can be utilized as a technique to motivate non-ASN employees at the District Head Office in Palu City to improve their performance, the results of this inquiry suggest that work motivation significantly impacts employee performance. In order to improve the performance of non-ASN personnel at the Palu City sub-district office, it is crucial to provide motivation to each and every one of them.

Consistent with previous studies, this one finds that employees' levels of intrinsic motivation at PT Arta Sedana Retailindo's Hardys Malls Sanur Branch significantly improve their productivity on the job (Karang et al., 2020).

The Effect of Financial Compensation on Performance Through Work Motivation of Non-ASN Employees at the District Head Office in Palu City

Financial reward has clearly improved the performance of non-ASN employees at the Subdistrict Office in Palu City, according to the results of the hypothesis testing. This is because it increases their motivation to work. The results demonstrate that both direct and indirect forms of financial incentive have the potential to motivate employees to perform better on the job. According to the direct compensation dimension, non-ASN employees have not been paid a salary commensurate with the duties and results assigned to the agency. As a result, the majority of non-ASN employees still do not enjoy coming to work, which affects their motivation and productivity. The indirect compensation dimension explains how the office's health and work accident insurance have motivated and rewarded non-ASN employees, which in turn boosts their performance.

Because monetary compensation is a tool to encourage non-ASN employees at the District Head Office in Palu City to work harder and more motivated, this study's findings suggest that financial compensation has a significant impact on employee work motivation and performance. Paying non-ASN workers at the Palu City District Head Office a living wage is crucial because, in this instance, a larger wage might boost their motivation and productivity on the job.

The findings of this study are in agreement with those of Aprilia and Ayu (2022), who found that monetary remuneration significantly affects performance at the Bank Syariah X Surabaya branch office via work motivation.

The Effect of Non-Financial Compensation on Performance Through Work Motivation of Non-ASN Employees at the District Head Office in Palu City

The results of the hypothesis testing show that non-financial remuneration motivated non-ASN staff at the Palu City Subdistrict Office to work harder, which in turn led to better performance. This demonstrates that non-monetary compensation factors, such as work and work environment, can impact employee motivation and performance on the job. According to the work dimension, the agency has made an effort to help its non-ASN employees grow professionally, which should boost their motivation and productivity on the job. Under the work environment dimension, it is detailed how the leadership of the Palu City Subdistrict Office has implemented beneficial policies for all non-ASN employees. These rules are expected to boost motivation and performance on the job.

The results of this study show that non-monetary compensation has a significant impact on employee motivation and performance on the job. This is because non-monetary compensation can be utilized to motivate and inspire non-ASN employees at the District Head Office in Palu City to work more. Compensation that does not involve monetary gains is crucial because providing one-on-one attention to each non-ASN employee at the Palu City sub-district office is essential if we want to see an uptick in their motivation and productivity on the job.

All of this lines up with what Karang dkk., (2020) found. This suggests that non-monetary compensation has a positive influence on employee performance through the mediation of job motivation.

CONCLUSION

Evidence from the District Head Office in Palu City shows that monetary pay improves performance for non-ASN staff. The sub-district office in Palu City has shown that non-monetary remuneration can improve the performance of non-ASN personnel. Results from the Palu City sub-district office show that monetary compensation motivates non-ASN personnel to do a good job. The District Head Office in Palu City has shown that non-monetary compensation positively affects the work motivation of non-ASN personnel. The performance of non-ASN employees at the Palu City sub-district office has been positively and significantly influenced by work motivation. Research conducted at the Palu City sub-district office found that monetary compensation significantly and favorably affects performance by influencing the work motivation of non-ASN personnel. Research conducted at the sub-district office in Palu City on non-ASN staff has demonstrated that non-monetary incentive significantly improves performance.

REFERENCES

- Agustian, O. (2019). Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Badan Pusat Statistik (BPS) Kota Makassar. *Jurnal Manajemen Universitas Muhammadiyah Makassar*.
- Aliyya A, Rini F, Fitra O. (2022). Pengaruh Kompensasi Finansial dan Kompensasi Non Finansial Terhadap Kinerja Karyawan Dengan Motivasi Kerja sebagai Variabel Intervening (Studi Empiris Pada BPR di Kota Payakumbuh. *Jurnal Akuntansi, Bisnis dan Ekonomi Indonesia*, Vol. 1, No. 1.
- Amanda, E. A., Budiwibowo, S., & Amah, N. (2019). Pengaruh budaya organisasi terhadap kinerja pegawai di PDAM Tirta Taman Sari Kota Madiun. *Assets: Jurnal Akuntansi dan Pendidikan*, 6(1), 1-12.
- Aprilia R. & Ayu W. (2022). Pengaruh Kompensasi Finansial dan Non Finansial Terhadap Kinerja Karyawan PT. Bank Syariah X Melalui Motivasi Kerja Sebagai Variabel Intervening. *Arthavidya Jurnal Ilmiah Ekonomi*, hal:42-50.
- Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Bandung: Erlangga.
- Bariyah, K. (2014). Implementasi Disiplin Kerja dan Beban Kerja Terhadap Kinerja Karyawan. *Jurnal Ilmiah.Fakultas Keguruan dan Ilmu Pendidikan* ISSN: 1410-8771. Volume. 16, Nomor 2, hal 27-36.
- Danim, S. (2014). *Motivasi, Kepemimpinan dan Efektifitas Kelompok*. PT. Rineka Cipta, Jakarta.
- Dessler, G. (2020). *Manajemen Sumber Daya Manusia* Edisi Bahasa Indonesia Jilid 2. PT Prenhallindo. Jakarta.
- Dharma A. (2004). *Manajemen Supervisi*. Rajawali Press. Jakarta.
- Hulu, J. M. (2021). Pengaruh Kepemimpinan dan Kompensasi Terhadap Motivasi Kerja Pegawai di Kantor Camat Mazo Kabupaten Nias Selatan. *Jurnal Ilmiah Mahasiswa Nias Selatan*, 4(2).
- Karang N. L. S. M, Anak A. D. W, Ni P. A. S. S. (2020). Pengaruh Kompensasi Finansial Terhadap Kinerja Karyawan Dengan Motivasi Sebagai Variabel Intervening Pada PT Arta Sedana Retailindo Cabang Hardys Malls Sanur. *Jurnal Values*. Vol.1 No. 2.

- Marsaoly, K. M. S. (2016). Pengaruh Pengawasan dan Disiplin Kerja terhadap Kinerja Pegawai pada Perwakilan Badan Kependudukan dan Keluarga Berencana Nasional Provinsi Maluku Utara. *Jurnal Manajemen Sinergi*. Vol, 2 No. 2, 24–33.
- Noor A., Ahmad, Azri A. A, Syaquif Y. K, Azdel A. A. & Mohd F. S. B. (2012). The Influence Of Direct Financial Compensation Towards Future-Graduates Career Choice In Hotel Industry. *Journal of Tourism, Hospitality and Culinary Arts*, 4(3), pp:25- 26.
- Pertiwi, T. P., & Saputra, A. (2020). Analisis Faktor-Faktor Mempengaruhi Kinerja Pegawai Pada Dinas Pendidikan Kabupaten Cirebon. *Syntax Literate; Jurnal Ilmiah Indonesia*, 5(6), 202-208.
- Puspitasari D, Zunaidah Z, Yuliani, B. P, Agustina H. (2022). Pengaruh Kompensasi Finansial dan Non Finansial Terhadap Kinerja Melalui Motivasi Sebagai Variabel Mediasi Pada Karyawan. *Syntax Literate: Jurnal Ilmiah Indonesia*, Vol. 7, No. 3.
- Simamora, H. (2020). *Manajemen Sumber Daya Manusia*. STIE YKPN, Yogyakarta.
- Suci, S. A., & Dharmawan, D. (2022). Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Dwigunatama Rintis Prima. *Jurnal Ekonomi dan Industri e-ISSN*, 2656, 3169.
- Syarief, M. (2014). Pengaruh Kompensasi Finansial, Kompensasi Non Finansial dan Komunikasi Iinternal Terhadap Prestasi Kerja Pegawai Dinas Cipta Karya, Perumahan dan Tata Ruang Provinsi Sulawesi Tengah. *E-Jurnal Katalogis, Volume 2*(Nomor 7), 47–57.
- Wahjosumidjo. (2012). *Kepemimpinan dan Motivasi*. Ghalia Indonesia.