

## **ABSTRACT**

*Human resources are one of the most important factors in an organization in achieving organizational targets and goals. Compensation is a concern of the organization in order to suppress optimal employee performance. The purpose of this study is to know and analyze how the provision of non-financial compensation on the performance of civil servants in Secapa AD.*

*This research method is a type of causal descriptive research using quantitative methods. This study used a sample of 65 respondents of civil servants in Secapa AD. The data analysis technique used in this research is simple linear regression analysis with the help of the IBM SPSS Version 25 application.*

*Based on the results of the study showed that the level of non-financial compensation of civil servants in Secapa AD was in excellent category. Then for the level of performance of civil servants in Secapa AD is also in the very good category. The results of the simple linear regression test show that non-financial compensation has a significant positive effect on employee performance in Secapa AD.*

***Keyword : Compensation, Non Financial Compensation, Employee Performance***