

## **ABSTRACT**

### **THE EFFECT OF NON-FINANCIAL PERFORMANCE MEASUREMENT OF PERFORMANCE OF EMPLOYEES: INTRINSIC AND EXTRINSIC MOTIVATION AS A FACTOR MEDIATING (Case Study in Police of Bandar Lampung City)**

**By**

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*This research aims to analyze the influence of non-financial performance measures on employee performance through the mediating factors that intrinsic motivation and extrinsic motivation. The research consisted of one independent variable and three dependent variables. The independent variable of this research is the measurement of non-financial performance, while the dependent variable in this research is intrinsic motivation, extrinsic motivation and performance of employees.*

*The selection of the sample in this research using purposive sampling method. Namely the selection of the sample with certain criteria. Data were collected using a questionnaire survey method are carried out by spreading a questionnaire to members of the police with a number of 80 questionnaires distributed questionnaire. After the data is collected then analyzed the data using SEM (Structural Equation Modeling) with statistical tools PLS (Partial Least Square) with the help of software SmartPLS.*

*Based on the analysis carried out showed that the variables measuring non-financial performance was positively related to intrinsic motivation and extrinsic motivation. Intrinsic motivation-related variables significantly influence employee performance. Extrinsic motivation variables are positively related to employee performance. While the variable measuring non-financial performance there is no significant ties to employee performance.*

*Keywords : Non-financial performance measurements, intrinsic motivation, extrinsic motivation and performance of employees.*