Abstract: Integrated Licensing Service Agency of Bondowoso Regency is an answer to public service. Therefore, the writer is interested to research "The Influence Of Working Environment And Non-Financial Compensation To Employee’s Job Satisfaction In The Integrated Licensing Service Agency Of Bondowoso Regency East Java Province". The main goal of this research is to know the influence which given by working environment and non-financial compensation to employee’s job satisfaction who work in the Integrated Licensing Service Agency of Bondowoso Regency with multivariate correlation analysis, it is quantitative method. The main technic of data accumulation used is questionare to convert the response which given by respondent to the quantitative number for explaining the relation that commit two independent variables with a dependent variable. Research’s result explain that there are influences which given by working environment and non-financial compensation to employee’s job satisfaction in the Integrated Licensing Service Agency of Bondowoso Regency with the equation of regression formula Y’ = 0,488 + 0,591X1 + 0,993X2. The writer also suggests to repair questionare items which got bad score, such as: distribute burden of working subjects, recreation program, improvement of compensation, reward bestowel, the provision of simple medical facility and cafeteria.

Keywords: Working Environment, Non-Financial Compensation, Job Satisfaction, The Integrated Licensing Service Agency of Bondowoso Agency