

THE EFFECT OF GIVING INCENTIVES ON EMPLOYEE PERFORMANCE AT ANDI JEMMA AIRPORT OFFICE IN MASAMBA

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Abstract

This study looks at how well employees are doing their jobs and tries to understand why some employees are better than others in the andi jemma airport office in masamba. This is about how to make sure employees do their best work and feel excited to finish their tasks when they are given rewards or extra things that they like. This study shows how rewards can affect how well employees do their jobs. I used descriptive analysis to look closely at the information and understand it better, also a simple linear regression analysis and hypothesis testing. When we looked at how a certain thing (X) affects how well someone does their job (Y), we found that it had an effect on their performance. as for the results of the study showed the value of r square of 0.477. These results indicate that the (X) variable affects the (Y) variable by 47.7%, while the remaining 53.3% is influenced by several other variables, such as comfort at work, fair leaders, reasonable instructions and others. I found that giving rewards to workers at the Andi Jemma Airport office in Masamba helped them do a better job.

Keywords: *Incentives, Motivation, Performance.*

1. INTRODUCTION

In order to face the current era of globalization and in the current state of society, often found several problems that cause government organizations to fail, caused by the inability to adapt to technological advances or The people who help with finding and managing workers in the organization are not doing a good job and it is affecting the organization in a bad way, even though it must be recognized that humans are one important thing that helps decide if a group will do well or not. So, how well a company does depends a lot on the people who work there. These people bring their energy, skills, ideas, and excitement to help the company do its job. To be able to follow all existing developments, in order to achieve organizational goals, It's important to have something that makes you want to do things and try your best, so that employees are able to work well. And one of the motivations is to fulfill the desires of employees, among others: good salary, comfortable job, fair leadership, conducive working atmosphere, appreciation, reasonable orders, or with incentives that are proportional in size. Studying this problem, the government began to try to provide incentives to optimize work output. The Andi Jemma airport office has paid incentives to employees. So I am interested in researching to find out the extent of the influence of this incentive. So I wrote this research, with the address the effect of giving incentives on the performance of airport office employees andi jemmasamba.

2. IMPLEMENTATION METHOD

2.1 Location And Time of Research

In an effort to obtain and collect accurate data, objective research is needed. So this research was conducted directly to the employees of the Andi Jemma Masamba airport office in bone village in Masamba subdistrict, North Luwu district, South Sulawesi province. The time of this research is May to June 2021.

2.2 Data Types And Sources

Matode properties that can provide an overview of a situation or problem (Supranto, 2001). The data used in this study include: primary data, secondary data, qualitative data and quantitative data.

2.3 Population and Sample

Population is a combination of all elements in the form of events, things, or people who have similar characteristics that are the center of attention of researchers (Ferdinand, 2006). The population of this study were all employees of the Andi Jemma Masamba airport office. The sample is a subset of the population, consisting of several members of the population (Ferdinand, 2006). In this study the sampling technique was not used because the samples studied were all employees of the Andi Jemma Masamba airport office.

2.4 Method of collecting data

The ways we gathered information for this research project were questionnaires, observation and literature study, a questionnaire is like a special way of asking people questions to learn information from them. Observation is when a person watches something really closely to learn more about it. Literature study means gathering information by reading books and stories that are connected to the topic being researched.

2.5 Validity and Reliability Test

Valid means that the instrument used can measure what is to be measured (Ferdinand, 2006) the validity used in this study describes the suitability of a measurer with what will be measured (Ferdinand, 2006). Reliability is like a ruler we use to check if a questionnaire is good or not. a questionnaire is said to be reliable or reliable if one's answers to the questions are consistent or stable from time to time (Ghozali, 2001)

2.6 Data Analysis Method

The data obtained from the questionnaire will be processed quantitatively. Quantitative data is processed and presented in the form of frequency tables and cross tabulations. Cross tabulation is a way to figure out if giving rewards to the workers at the Andi Jemma Masamba airport makes them do a better job. Processing and analysis of qualitative data is done by reducing data by classifying, directing, removing unnecessary data. The formula used in this study is a simple linear regression statistical method, which functions to test the extent of the causal relationship between the causative factor (X) and the consequential variable (Y). This simple linear regression analysis in this study is the relationship between giving incentives to the performance of Andi Jemma Masamba airport office employees. The simple linear regression equation is like a math formula that helps us understand how two things are related to each other. It helps us predict or find out one thing based on another thing with the following equation model :

$$Y = a + bX$$

Y = Employee Performance

X = Incentive

a = Constant

b = Regression Coefficient

The value of a and b can be calculated using the formula below :

$$a = \frac{(\sum Y)(\sum X^2) - (\sum X)(\sum XY)}{n(\sum X^2) - (\sum Y)^2}$$

$$b = \frac{n(\sum XY) - (\sum X)(\sum Y)}{n(\sum X^2) - (\sum X)^2}$$



3. RESULTS AND DISCUSSION

3.1 Description of Research Results

This research was conducted at the Andi Jemma Masamba airport office which is located in Bone Village, Masamba District, North Luwu Regency, South Sulawesi Province, to all airport office employees andi jemmas masamba with a total of 39 respondents. This research determines the measurement with a Likert scale, namely: strongly disagree = (1), disagree = (2), neutral = (3), agree = (4), strongly agree = (5). In this study, the incentives provided by the Andi Jemma Masamba airport office to employees are a variable that influences performance.

3.2 Validity Test Results

Test results of the validity of the items on the instrument of giving incentives :

Variable	Question Item	r Table	R Count	Information
Incentives (X)	Item 01	0,316	0,363	Valid
	Item 02	0,316	0,375	Valid
	Item 03	0,316	0,401	Valid
	Item 04	0,316	0,583	Valid
	Item 05	0,316	0,450	Valid
	Item 06	0,316	0,608	Valid
	Item 07	0,316	0,512	Valid
	Item 08	0,316	0,636	Valid
	Item 09	0,316	0,401	Valid
	Item 10	0,316	0,524	Valid

Based on testing to make sure something is accurate and true, it is known that all questions on the incentive variable show the value r count is bigger than r table. This means that all of the questions that use different letters or symbols are considered correct and meet the requirements as a measuring instrument for incentive variables.

The validity test checked if the questions in the test were good and accurate in measuring how well someone performed.:

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Variable	Question Item	r Table	R Count	Information
Performance after receiving incentives (Y)	Item 01	0,316	0,508	Valid
	Item 02	0,316	0,543	Valid
	Item 03	0,316	0,597	Valid
	Item 04	0,316	0,732	Valid
	Item 05	0,316	0,445	Valid
	Item 06	0,316	0,677	Valid
	Item 07	0,316	0,702	Valid
	Item 08	0,316	0,634	Valid
	Item 09	0,316	0,624	Valid
	Item 10	0,316	0,693	Valid

Based on testing to make sure something is accurate and true, it is known that all performance question items show a value of r count greater than r table. Thus all the questions above are declared valid and meet the requirements as a measurement tool for performance variables.

3.3 Reliability Test Results

Incentive and Performance Reliability Test Results:

No	ITEM	N.OF.ITEM	CRONBACH ALPHA
1	Incentives	39	0,620
2	Performance	39	0,815

The results of the test show how well something works or how reliable it is the incentive variable and the performance variable all show the Cronbach alpha value is above 0.6. This result means that the measuring instrument used is qualified and reliable (Sunyoto, 2007)

3.4 Simple Linear Regression Test

Here are the findings from a test that compares things to answer the problems that are being studied by researchers. namely to find out how much influence the provision of incentives has on the performance of Andi Jemma Masamba airport employees. The analysis used uses the formula $Y=a+bX$,

Y = Performance

X = Incentives

a = Constant

b = Incentive Variable Regression Coefficient

Simple Linear Regression Coefficient Analysis :

Model	Unstandardized coefficients		Standardized Coefficient	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	14,678	4,837		3,035	0,004
Incentives	0,720	0,124	0,691	5,810	0,000

The results of this study are the regression constant: 14.687, the regression coefficient of the incentive variable (X) : 0.720. The regression coefficient analysis helps us understand how different things are related to each other. It gives us information about how much one thing can affect another thing, the simple linear regression equation formula is :

$$Y = 14,678 + 0,720X$$

This simple regression equation can be interpreted as follows:

- a. The constant value is 14.678 meaning that if the incentive (X) has a value of 0 then the volume of performance (Y) has a value of 14.678 units.
- b. Incentive regression coefficient value (X) 0.72. These results prove that employee performance will increase by 1 unit if incentives for employees increase by 0.72 units.
- c. Incentive regression coefficient (X) 0.72. This means that when you offer someone a reward or prize for doing a good job, they are more likely to do better and work harder. The bigger the reward, the more they will try to do their best.

3.5 Discussion

In achieving organizational goals, employees or workforce have a very important role as executors of operational activities. For this reason, The people who are in charge of a company or group have to listen and care about what the workers need in their lives. Providing incentives is a suggestion to add to their needs. With proper incentives, the performance they produce will also increase. The morale of an employee is very important to do a job because of the responsibilities that must be carried out for the company. Based on the questionnaire distributed to the employees of the Andi Jemma Masamba Airport office, it is known that the independent variable (X) Incentives with items such as bonuses, awards, promotions, and performance allowances when something has a positive effect on how well employees do their jobs, with a simple regression equation that is $Y = 14.678 + 0.720X$.

3.6 Conclusion

This study found some important information, and we can say for sure that something is true because of it several things as follows:

- a. The results of this study state that incentives have a significant and positive effect simultaneously on the performance of employees of the Andi Jemma Masamba Airport Office.
- b. Incentive regression coefficient value (X) 0.72. These results prove that employee performance will increase by one unit if incentives for employees increase by 0.72 units

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