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The influence of incentives, job motivation, and job satisfaction on performance of offices of danau kerinci district

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ABSTRACT

This study aims to see the effect of (1) Incentives for the performance of the employees of the Danau Kerinci sub-district office (2) Work motivation on the performance of the employees of the Danau Kerinci Sub-District Office (3) Job satisfaction on the performance of the employees of the Danau Kerinci District Office (4) Incentives, work motivation and job satisfaction have a joint effect on the performance of the employees of the Danau Kerinci Sub-District Office. The population in this study is all There are 30 employees of the Danau Kerinci Sub-district Office. Techniques for determining the number of samples using total sampling. The results of this study indicate that (1) Incentive has a positive significant effect on the performance of the employees of the Danau Kerinci Sub-district Office (2) Work motivation provide a positive influence on the performance of the employees of the Danau Kerinci Sub-district Office (3) Job satisfaction provide a positive influence on the performance of the employees of the Danau Kerinci Sub-district Office (4) Incentives, work motivation and job satisfaction jointly have a positive effect on the performance of the employees of the Danau Kerinci District Office.



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Introduction

According to Mangkunegara (2001) suggests that the quality and quantity of performance results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. In order for a company to be able to compete with other similar industries, the company must have a competitive advantage that is very difficult to imitate will only be obtained from employees who are productive, innovative, creative, always enthusiastic and loyal. Employees who meet such criteria will only be acquired through the application of appropriate human resource management concepts and techniques with high morale. To improve the performance of an employee in the company by providing compensation that is proportional to the work the employee has done. If someone who has worked beyond the target makes employees get rewards from the performance results that have been achieved.

The Danau Kerinci District Government Office as an element of regional government administration that functions to coordinate, implement the formulation of city government policies, prepare information on sub-district areas as material for formulating district government policies, Delegate part of the authority of the Regent, Fostering state ideology and national unity, implementing community empowerment, organizing general government tasks, implementation of operational coordination of technical implementing units of

Service, Agency, Office, Government Administration Organizer, Apparatus Resource Management, Finance, Infrastructure. Subdistrict is a regional apparatus that has a work area led by the Camat who is under and responsible to the Regent through the Regional Secretary.

Table 1 Budget Absorption Capacity of the Danau Kerinci Sub-district Office from Year 2018-2020

No	Performance Indicator	Realization (%)		
		2018	2019	2020
1	The increasing number of service users in Danau Kerinci District	89	89	88
2	Number of complaints followed up	88	87	87
3	The minimum number of officers who are subject to sanctions	82	81	81
4	Increasing the percentage of personnel who have attended the training	83	81	80
	Average	86	85	84

Source: Danau Kerinci District Office Lakip 2018-2020

From Table 1, it can be seen that the performance indicators of the Danau Kerinci Sub-District Office employees from 2018-2020 have decreased on average. On average, in 2018 the budget absorption capacity of the Danau Kerinci District Office reached 86% and fell in 2020 to 84%. In the table, it can be seen that almost every performance indicator of the Danau Kerinci District Office has decreased from 2017-2019. On the first indicator The increasing number of service users in Danau Kerinci District in 2018 it reached 89% then decreased in 2020 to 88%. Likewise with the last indicator on Increasing the percentage of personnel who have attended the training in 2018 it reached 83% then dropped to 80%. This situation has shown that there is a problem with the performance of the employees of the Danau Kerinci Sub-District Office.

There are several factors that are thought to influence the decline in employee performance at the Danau Kerinci Sub-District Office. These factors include incentives, work motivation and satisfaction. According to Dessler (2010), incentives are salary increases that are awarded to an employee at a specified time in the form of a higher base salary, usually based exclusively on individual performance. Incentives are generally carried out as a strategy to increase the productivity and efficiency of the company by taking advantage of the behavior of employees who have a tendency to work poorly or not optimally. So that with the provision of incentives given to employees, the resulting performance is also very good for the company.

Motivation has a close relationship with the attitudes and behavior possessed by a person. Attitudes that exist in each individual interact with values, emotions, roles, social structures and new events, which together emotions can be influenced and changed by behavior. This change in attitude is possible because the human mind is a complex force that can adapt, learn, and process any new information and changes it receives.

Job satisfaction is one of the most important factors to get optimal work results. When a person feels satisfied at work, of course he will try as much as possible with all his abilities to complete his work assignments. Thus the productivity and work results of employees will increase optimally. In fact, in Indonesia and possibly in other countries, overall job satisfaction has not yet reached its maximum level.

Conceptual framework is a model that explains the relationship between theory and the known important factors in a particular problem. The conceptual framework will theoretically link the research variables, namely the independent variable and the dependent variable (Erlina, 2008). Based on the theoretical basis and the formulation of research problems, the conceptual framework in this study can be seen in the following figure 1:

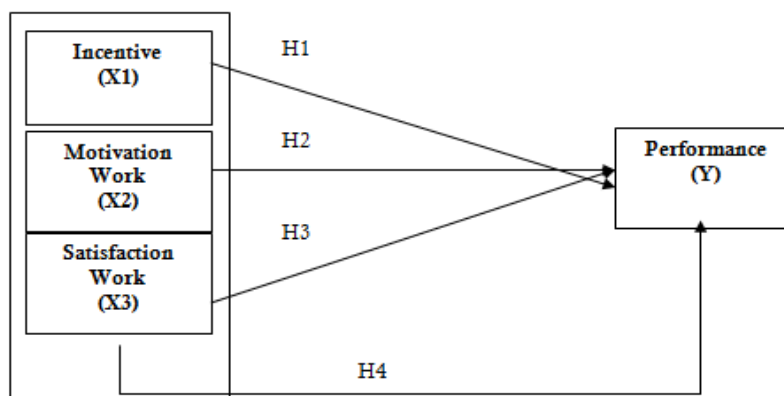


Figure 1 <Research Conceptual Framework>

Method

Population is the total number of objects or subjects that are used as data sources in a study that have the same nature or characteristics. Thus, the population in this study were all 30 employees of the Danau Kerinci District Office.

The research sample is part of the selected and representative population of that population (A. Muri, 2015: 150). Meanwhile, according to Sugiyono (2017: 120) the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusion will be applicable to the population.

The technique for taking this sample uses a total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population (Sugiyono, 2007). The reason for taking total sampling is because according to Sugiyono (2007) the total population is less than 100 and the entire population is used as a research sample.

Because the population in this study is less than 100, the sample used is the entire population. So, the sample in this study is the same as the population, that is, the entire population. There are 30 employees of the Danau Kerinci Sub-District Office.

Hypothesis testing in this study used multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation.

Results and Discussions

Classic assumption test

Normality test

This normality test is used by the author to test the normality of the regression model. The test is carried out using the method Kolmogorov-Smirnov test to each variable. The regression model is normally distributed if the value of the Kolmogorov-Smirnov sign for each variable is greater than $= 0.05$. The following results of the Variable Normality test can be seen in Table 2.

Table 2 Normality Test Results

		One-Sample Kolmogorov-Smirnov Test			
		Performance	Incentive	Motivation	Job satisfaction
N		30	30	30	30
Normal Parameters	Mean	51.3091	17.7091	43.5273	53.5455
	Std. Deviation	2.89874	1.25717	2.24313	2.41000
Most Extreme Differences	Absolute	.112	.155	.126	.117
	Positive	.088	.150	.126	.117
	negative	-.112	-.155	-.101	-.091
Kolmogorov-Smirnov Z		.831	1.151	.932	.866
asympt. Sig. (2-tailed)		.494	.142	.350	.441
a. Test distribution is Normal.					

Source: SPSS output results, 2022.

From Table 2 which is a normality test, it can be seen that in the regression model, the confounding or residual variables have a normal distribution. This can be seen from the results of the sig value of the performance variable (Y) is $0.494 > 0.05$; incentive variable (X1) is $0.142 > 0.05$; motivation variable (X2) is $0.350 > 0.05$; job satisfaction variable (X3) is $0.441 > 0.05$. So it can be concluded that the variables of performance, incentives, motivation, and job satisfaction of the employees of the Danau Kerinci Sub-district Office are normally distributed.

Multicollinearity Test

Multicollinearity test is useful for testing whether there is a correlation between the independent variables in the regression model. A good regression model should not have a correlation between the independent variables if the independent variables are correlated then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables $= 0$ (Ghozali,

2011). Multicollinearity can be seen from tolerance and Variance Inflation Factor (VIF). The way to find out whether there is a deviation in the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value is > 0.10 and the VIF value is < 10 then the data is free from multicollinearity symptoms can be seen in Table 3.

Table 3 Multicollinearity Test Results

Coefficients ^a		Collinearity Statistics	
Model		Tolerance	VIF
1	Incentive	0.819	1,220
	Motivation	0.876	1.141
	Job satisfaction	0.874	1.144

a. Dependent Variable: Performance

Source: SPSS output results, 2022

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals from one observation to another. If the variance from the residual of one observation to another observation remains, it is called a homokedastability and if different it is called heteroscedasticity. Detecting the presence of heteroscedasticity in this study used the Plott Graph test (Scatter Plot). This test, if there is no clear pattern, such as points spread above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity. The test results can be seen in Figure 1.

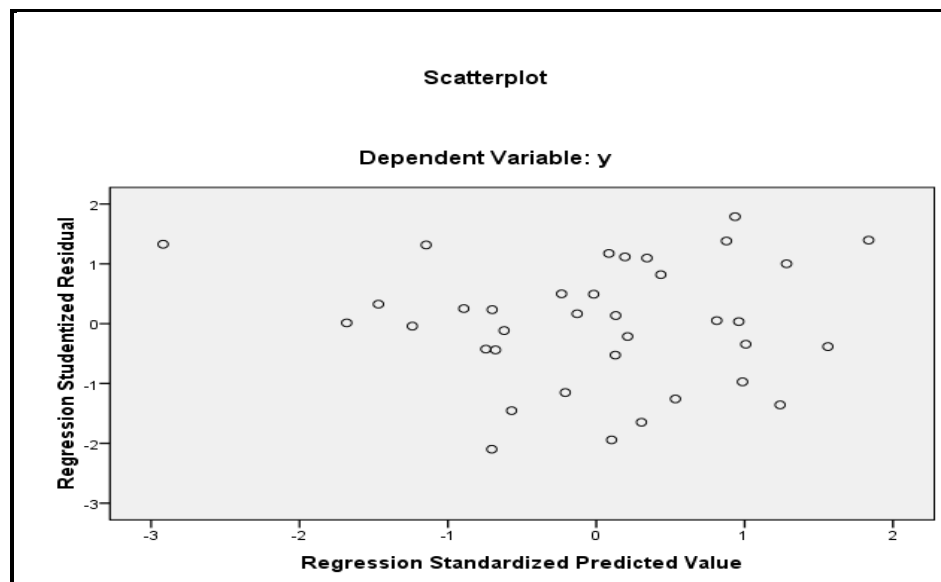


Figure 1 Heteroscedasticity Test Results

In Figure 1 it can be seen that there is no clear pattern and the points spread above and below the number 0 on the Y axis. The spread of the data points does not form a wavy pattern that widens then narrows and widens again. The spread of data points is also not patterned, so this shows that the data in this study does not occur heteroscedasticity.

Research Hypothesis Test

Multiple Linear Regression Analysis

In testing the hypothesis of this study, multiple linear regression was used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing t_{count} with t_{table} and sig value with $= 0.05$. In detail the results of multiple regression testing can be seen in Table 4.

Table 4 Multiple Regression Equation

		Coefficients ^a		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
Model		B	Std. Error	Beta	
1	(Constant)	49,582	13.105		
	Incentive	.504	.153	.045	.009
	Motivation	-.124	.034	.096	.001
	Job satisfaction	.234	.056	.028	.000

a. Dependent Variable: Y

Source: SPSS Output Results (year 2022)

From table 4, the form of the regression equation model for the effect of incentives, work motivation, incentives on employee performance at the Danau Kerinci District Office is as follows:

$$Y = 49,582 + 0.504(X_1) + 0.124(X_2) + 0.234(X_3)$$

Based on the above equation it can be explained that:

1. From the above equation it can be seen that there is a constant value of 49,582 which means that if incentives, work motivation, job satisfaction are zero, then the value of the Performance variable is at 49,582. This means that the variables of incentives, work motivation, job satisfaction contribute to increasing the performance of the employees of the Danau Kerinci District Office.
2. The value of the incentive regression coefficient is positive 0.504. This means that if the incentive increases by one unit, it will result in an increase in performance of 0.504 unit.
3. The value of the regression coefficient of motivation is positive, namely 0.124. This means that if motivation increases by one unit, it will result in an increase in employee performance of 0.124 unit.
4. The value of the regression coefficient of job satisfaction is positive, namely 0.234. This means that if job satisfaction increases by one unit, it will result in an increase in employee performance of 0.234 unit.

Statistical test t test and F . test

(t test)

This (partial) t-test is intended to determine the effect of partially (individual) incentives, motivation and job satisfaction on employee performance Danau Kerinci Sub-district Office. From table 4.15 it can also be done partially test (t test) each causal variable (independent) on the effect variable (bound) as follows:

Hypothesis Testing 1

The first hypothesis put forward, that Incentives partially have a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the incentive variable is $0.009 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between incentives on the performance of the employees of the Danau Kerinci Sub-District Office.

Hypothesis Testing 2

The second hypothesis proposed is that motivation partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the motivation variable is $0.001 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between motivation on the performance of the employees of the Danau Kerinci Sub-District Office.

Hypothesis Testing 3

The third hypothesis proposed is that Job satisfaction partially has a positive effect on performance. Based on the results of the analysis of the t test, it is known that the significance level of the job satisfaction variable is $0.000 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between job satisfaction on the performance of the employees of the Danau Kerinci District Office.

F test (simultaneous)

The F test (feasibility of the model) is intended to determine the effect of the independent variables simultaneously (together) on the dependent variable. From table 4.13, it can also be done simultaneously test (F test) of the independent variables together on the dependent variable.

Hypothesis Testing 4

Incentives, motivation, and job satisfaction together have a positive effect on employee performance. Based on the results of the analysis of the F test, it is known that the significance level of the incentives, motivation, and job satisfaction variables is $0.000 < 0.05$. Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a jointly significant influence between incentives, motivation, and job satisfaction on the performance of the employees of the Danau Kerinci District Office. As can be seen in table 5.

Table 5 F . Test Results

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.739	3	8,246	8.141	.000a
	Residual	450,0007	26	8.824		
	Total	453.745	29			

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: SPSS Output Results (year 2022)

Coefficient of Determination (Adjusted R Square)

The Coefficient of Determination aims to see or measure how far the model's ability to explain the variation of the independent variable, where the value of *R square* used for research with 2 variables and the value of Adjusted R Square is used for research with more than 3 variables. The value of the coefficient of determination in this study was taken from the value of R Square which can be seen in table 6.

Table 6 R Square Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.791a	.625	.601	2.97046

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Source: SPSS Data Processing Results (Year 2022)

Based on the results of the analysis R square is 0,625 this means that 62.5% of employee performance is influenced by the independent variables incentives, work motivation, job satisfaction. While the remaining 37.5% is influenced by other variables outside the model.

Discussion

The discussion of the research results is intended to explain and interpret the research results.

Influence Incentives for the Performance of the Employees of the Danau Kerinci Sub-District Office.

The results of this study indicate that incentives have a significant positive effect on the performance of the employees of the Danau Kerinci District Office. This indicates that the incentives determine the performance of the employees of the Danau Kerinci District Office. This means that the better and higher the incentives of employees in the agency, it will improve employee performance.

From the results of this study, it can be seen that the work incentive variable has a coefficient of 0.504 which means that incentives have a greater influence than other variables. This indicates that incentives can play a role in improving employee performance. If the Danau Kerinci sub-district office wants to improve employee performance, it must increase employee incentives in the agency.

This is in line with the opinion according to Mangkunegara (2014: 89), incentives are awards on the basis of high work performance which is a sense of recognition from the organization for employee work performance and contributions to the organization. According to Martoyo (2000: 135-136), incentives are

additional wages (bonuses) due to excess achievements that distinguish them from others, which are intended to increase employee productivity and pay attention to outstanding employees to remain in the organization.

The results of this study are in line with the research of I Putu Eka Wardiana, I Gd. Adnyana Sudibya, I Gede Riana., 2017 which shows that incentives have a positive and significant effect on employee performance. Helmy Adi Saksana., 2017 the results of his research also show incentives have a significant effect on employee performance. So it can be concluded that incentives have a significant effect on the performance of the employees of the Danau Kerinci District Office.

Influence Motivation on Employee Performance at the Danau Kerinci Sub-District Office.

The results of this study indicate that motivation has a significant positive effect on the performance of the employees of the Danau Kerinci District Office. This indicates that employee motivation determines employee performance at the Danau Kerinci Subdistrict Office. This means that the better and higher the motivation of employees in the agency, it will improve the performance of these employees.

From the results of this study, it can be seen that the work motivation variable has a coefficient of 0.124 which means that work motivation has a big influence. This indicates that motivation can play a role in improving employee performance. If the Danau Kerinci sub-district office wants to improve employee performance, it must increase employee motivation in the agency.

This is in line with the opinion according to Sondang P. Siagian (2014: 138) motivation is the driving force that causes a member of the organization to be willing and willing to mobilize the ability to form expertise and skills, energy and time to carry out various activities that are their responsibility and fulfill their obligations in carrying out their duties. order to achieve predetermined organizational goals and objectives.

The results of this study are in line with research by Audya Dewintha, Nur Fitriyah, Santi Rande, 2017 Mangasa Panjaitan, SE, M.Sc., 2015 which shows that motivation affects employee performance. The results of his research also show that motivation has a significant effect on employee performance. So it can be concluded that motivation has a significant effect on the performance of the employees of the Danau Kerinci District Office

Influence Influence Job Satisfaction on Employee Performance at the Danau Kerinci Sub-District Office.

The results of this study indicate that job satisfaction has a significant positive effect on the performance of the employees of the Danau Kerinci District Office. This indicates that job satisfaction determines the performance of the employees of the Danau Kerinci District Office. This means that the better and better the job satisfaction of employees in an agency, it will improve employee performance.

From the results of this study, it can be seen that the job satisfaction variable has a coefficient of 0.234 which means job satisfaction has a big influence. This indicates that job satisfaction can play a role in improving employee performance. If the Danau Kerinci Sub-district Office wants to improve employee performance, it must create good job satisfaction in the agency.

This is in line with the opinion according to Sutrisno (2011:74) job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters relating to physical and psychological factors. This is in line with what was expressed by Suwatno (2001: 187) job satisfaction is a pleasant psychological condition or employee feeling that is very subjective and highly dependent on the individual concerned and his work environment, and job satisfaction is a multifaceted concept (many dimensions). it can use the attitude as a whole or refer to a part of a person's job.

The results of this study are in line with the research of Iha Haryani Hatta, Widarto Rachbini., 2015 which shows that there is a significant positive effect between job satisfaction on employee performance. So it can be concluded that job satisfaction has a significant effect on the performance of the employees of the Danau Kerinci District Office.

Effect of Incentives, Motivation, Job Satisfaction on the performance of the employees of the Danau Kerinci sub-district office

The results of this study indicate that incentives, work motivation, and incentives together have a significant influence on the performance of the employees of the Danau Kerinci Sub-District Office. This indicates that incentives, work motivation, and incentives determine the performance of the employees of the Danau Kerinci District Office. This means that incentives, work motivation, incentives, will improve employee performance.

This is in line with the research, Mangasa Panjaitan, SE, M.Sc., 2015 Audya Dewintha, Nur Fitriyah, Santi Rande., 2017 which shows that the results show support for a significant influence between incentives,

motivation and job satisfaction on employee performance. So it can be concluded that the hypothesis of this study, namely incentives, motivation and job satisfaction simultaneously have a significant effect on the performance of the employees of the Danau Kerinci Sub-District Office which has been proven.

Conclusion

Based on the results of testing and discussing the hypotheses described in the previous chapter, some conclusions can be drawn as follows:

1. Incentives have a positive influence on the performance of the employees of the Danau Kerinci District Office. This means that employee performance will increase if employee incentives in the agency are high for employees and leaders, so that they are able to provide encouragement to employees in improving performance, thus the first hypothesis (H1) is accepted.
2. Motivation has a positive influence on the performance of the employees of the Danau Kerinci District Office. This means that employee performance will increase if the motivation is good so as to be able to provide morale to employees in carrying out their work. The better the motivation of employees in the agency, the lower the performance of employees in doing their work in the agency, thus the second hypothesis (H2) is accepted.
3. Job satisfaction has a positive influence on the performance of the employees of the Danau Kerinci District Office. This means that employee performance will increase if employee job satisfaction is high, it will improve performance at work, thus making employees enthusiastic about doing a good job. Thus, the third hypothesis (H3) is accepted.
4. Incentives, work motivation, incentives together have an influence on the performance of the employees of the Danau Kerinci District Office. From the ANOVA test, the significance probability value is 0.000. The probability of significance is less than 0.05, with a significance level of 0.000 as a result H_0 is rejected and H_a is accepted. Incentives, motivation and job satisfaction variables together affect the performance of the employees of the Danau Kerinci District Office.

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