The Influence of Work Incentives and Discipline on Employee Performance at PT. Penta Artha Impression

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Article Info	ABSTRACT
	This research aims to determine the effect of incentives and work discipline on employee performance at PT Penta Artha Impression using quantitative methods. The study involved 85 respondents selected through a saturated sampling technique. Data analysis included linear regression, correlation coefficient, determination coefficient, and hypothesis testing. Results showed that incentives significantly affect employee performance, as indicated by the simple linear regression equation $Y = 13.352 + 0.452X_1$, a correlation value of 0.655, and a determination value of 0.429, meaning incentives contribute 42.9% to employee performance. Hypothesis testing revealed tcount > ttable (7.896 > 1.989), thus rejecting H01 and accepting Ha1, confirming a significant impact of incentives on performance. Similarly, work discipline significantly affects employee performance, evidenced by the regression equation $Y = 14.973 + 0.358X_2$, a correlation value of 0.639, and a determination value of 0.408, indicating a 40.8% contribution to performance. Hypothesis testing showed tcount > ttable (7.569 > 1.989), rejecting H02 and accepting Ha2, indicating a significant influence of work discipline on performance. Furthermore, the combined effect of incentives and work discipline on performance is significant, as per the multiple linear regression equation $Y = 10.009 + 0.283X_1 + 0.203X_2$, with a correlation value of 0.707 and a determination value of 0.500, indicating a 50.0% influence. Hypothesis testing showed Fcount > Ftable (41.003 > 2.720), rejecting H03 and accepting Ha3, confirming a significant simultaneous influence of incentives and work discipline on employee performance at PT Penta Artha Impression.

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INTRODUCTION

The importance of human resources in carrying out duties and the wheels of company progress means that a company needs to give special attention and every employee has the right to receive appreciation and fair treatment from their leadership as a form of reciprocity for the services they provide so that it can encourage employees to be more disciplined and motivated in carrying out all their task.

To face this competition, every organization must have competent human resources to improve the quality and qualities within the organization to run the business. In essence, human resources are the most important factor as a driving force in the implementation of all company

activities based on the abilities and creativity that are necessary to achieve the company's goals. Providing compensation to employees is also an important factor in improving employee performance. Incentive management is a very important activity in making employees satisfied in their work. Proper incentive management can help an organization achieve its goals and retain superior and productive workers.

PT Penta Artha Impression is one of the many services in the Automotive sector. Competition in the automotive services sector is currently increasing, with the emergence of various competitors in the automotive sector reference For companymaintaining quality human resources within the company so that it can create good service.

Employee performance greatly influences the continuity of the company, if the employee's performance is good then the company will definitely carry out its operations well and achieve every company target. High performance can be formed by the awareness of each company leader to provide support to employees in the form of leadership participation in providing direction regarding the work carried out by each employee.

It can be said that the better the employee's performance in the company, the easier it is for the company to achieve its goals, and conversely, if the employee's performance is low, the more difficult it will be for the company to achieve its goals. The low level of employee performance in a company can be seen from the amount of salary and allowances provided by the company with the large amount of work responsibilities carried out in addition to the level of attendance at work which is caused by a lack of work discipline and ineffective use of time in carrying out work can also be said to be low level of employee performance.

METHOD

This type of research is quantitative, according to Sugiyono (2017: 8) "Research methods based on the philosophy of positivism, are used to research certain populations or samples, collect data using research instruments, quantitative or statistical data analysis, with the aim of testing hypotheses set".

According to Sugiyono (2018:130) states that "population is the number of generalization areas consisting of objects and characteristics determined by researchers and then conclusions are drawn".

From understanding the,shows that populations are not only devices, but also objects and other natural objects. Population is also not just the numbers on the object or subject being studied, but includes all the properties or characteristics of the object or subject. In this study, the population was 85 employees of PT Penta Artha Impression.

The instrument test consists of a validity test and a reliability test. Data analysis techniques using classic assumption tests consisting of normality tests, multicollinearity tests, and heteroscedasticity tests.

The analysis used to determine the influence of the independent variables, namely Compensation (X1) and StressWork (X2) on the dependent variable, namely employee performance (y), used simple linear regression analysis and multiple linear regression analysis, coefficient of determination test, partial T test and Fsimultaneous test.

RESULTS AND DISCUSSION

a. Reliability Test

According to Pasolong (2020:178) "Reliability is a term used to indicate the extent carried out using the Cronbach's Alpha method, which means that a variable can be said to be reliable if the Cronbach's Alpha is greater than 0.60.

Table 4 Reliability Test

Variable	Cronbach's Alpha	Cronbach Alpha r standard	Criteria
Compensation	0.886	0.60	Reliable
Job Stress	0.837	0.60	Reliable
Employee performance	0.912	0.60	Reliable

Based on the reliability test above, it can be concluded that each variable in this study has a Cronbach's Alpha number greater than 0.60. This shows that the measuring instrument in this study is declared reliable.

b. Normality test

According to Duli (2019:114) "testNormality aims to see whether the residual values are normally distributed or not." In this study, the data normality test used the One Sample Kolmogorov-Smirnov Test approach. Data can be said to have a normal distribution if the significance value is greater than 0.05.

Table 5 Normality Test

		Unstandardized Residual
N		70
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	5.09986904
Most Extreme Differences	Absolute	.084
	Positive	.084
	Negative	-.051
Test Statistic		.084
Asymp. Sig. (2-tailed)		.200c,d

Where a measurement result is relatively consistent if the measurement is repeated two or more times". Test this reliability

Based on the Normality Test above, it can be seen that the significance value of 0.200 is greater than 0.05. So it can be concluded that all data is normally distributed. Normality can also be analyzed using Normal PPPlot by looking at the distribution of data (points) on the diagonal axis of the graph. If the points spread along a diagonal line and there is no extreme distribution, it can be concluded that the linear regression model in this study meets the normality test.
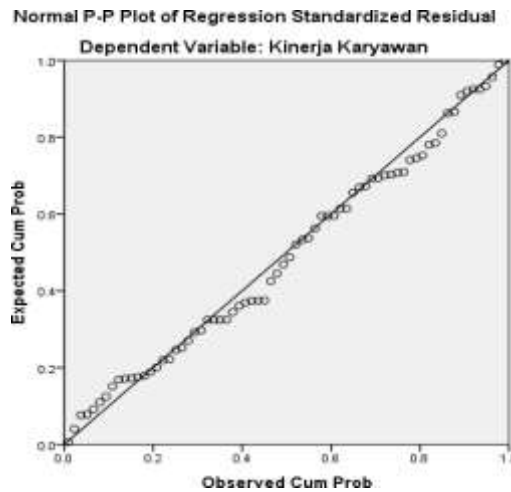

Figure 1 Normality Test

c. Multicollinearity Test

According to Duli (2019:120) "the multicollinearity test aims to see whether or not there is a high correlation between the independent variables in a multiple linear regression model." This test can be done by looking at the Tolerance and VIF (Variance Inflation Factor) values. The recommended value to indicate that there is no multicollinearity problem is that the Tolerance value must be above 0.10 and the VIF value must be below 10.

Table 6 Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		

Compensation	,984	1,016
Work stress	,984	1,016

Based on the Multicollinearity Test above, the multicollinearity results can be seen in the Collinearity statistics which shows that all independent variables have a VIF value of less than 10 (VIF<10) and a tolerance value greater than 0.10, so it can be concluded that the independent variables are free from the assumption of multicollinearity.

d. Heteroscedasticity Test

According to Duli (2019:122) "heteroscedasticity test is to see whether there is an inequality of variance from the residuals from one observation to another Which other".

Test heteroscedasticityThe aim is to test whether in regression there is inequality of variance from the residuals of one observation to observation other. Testheteroscedasticity tested with use Test Rank Spearman that is correlating between the absolute residuals of the regression results with

Table 7 Heteroscedasticity Test
Correlations

	Unstandardized Residual	Compensation	Work stress
Spearman's rho	Unstandardized Ressidual	Correlation Coefficint
Sig. (2-tailed)	1,000	,120	,046
N	70	70	70
Correla			

Table 8 Simple Linear Regression Test for Compensation

Model	Constant a	Coefficient n	Decisionn
Comp e nsation	24,691	0.688	Positive

From the results of the regression calculations, the regression equation can be obtained
Y = 24.691 + 0.688 X1.

Table 9 Simple Linear Regression Test for Job Stress

Model	Constant a	Coefficient n	Decision n
Work Stress a	48,445	0.040	Positive

Based on the Heteroscedasticity Test above, it shows that the variables are tested No contain heteroscedasticity Because significance correlation results are greater than 0.05 (5%). So that when data enlarged No cause error the more big also.

e. Simple Linear Regression Test

According to Duli (2019:167) "simple linear regression analysis is used to predict or test the influence of one independent variable (independent) on the dependent variable." From the results of the regression calculations, the regression equation can be obtained
Y = 48.445 + 0.040 X2.

f. Multiple Linear Regression Test

According to Duli (2019:171) "analysisMultiple linear regression means looking for the relationship of two or more variables where one variable depends on the other variable.

Table 10 Multiple Linear Regression Test

Model	Anta const	Coefficienten	Decisionan
Compensation	20,084	0.706	Positive
Job Stress		0.101	Positive

From the results obtained from the regression coefficient above, a regression equation can be created as follows:

$$Y = 20.084 + 0.706 X1 + 0.101 X2 + e$$

g. Coefficient of Determination Test

Coefficient Determination (R^2) used to measure the total percentage of variation in the dependent variable Y explained by the independent variable X in the regression line. The coefficient of determination value is between zero and one.

Table 11 Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.6	0.36	0.34	5.1754

It is known that the R Square value is 0.362. This result means this variablenamely compensation and work stress can explain 36.2% of the dependent variable, namely employee performance, while the remaining 63.8% is explained by other variables outside this research.

h. Partial Significant Test (t-test)

According to (Sugiyono, 2019) "the T test is a temporary answer to the problem formulation, namely asking about the relationship between two or more variables". Partial hypothesis proof Which proposed in this research will be carried out using the t-test, if the Tcount value is greater than Ttable with sig. = 0.05 (5%).

Table 12 T-Test X1 Against Y

Model	Tcount	Table	Sig.	Decision
compensation	6,151	1,996	0,000	Significant

Tcount > Ttable (6.151 > 1.996) with a significant value of (0.000 < 0.05). So, H01 is rejected and Ha1 is accepted. So there is a positive and significant influence between compensation (X1) on employee performance (Y).

Table 13 T-Test X2 Against Y

Model	Q hit	Q table	Sig.	Decision
Job Stress	1.274	1.996	0.207	No Significant

t valuecalculated work stress of 1.274, this means Tcount < Ttable (1.274 < 1.996) with a significant value of (0.207 > 0.05). So, H02 is accepted and Ha2 is rejected. So there is no significant influence between work stress (X2) on employee performance (Y).

i. Simultaneous Significant Test (F-Test)

According to (Sugiyono, 2019) "the F test is used to determine the simultaneous (together) influence of independent variables on the dependent variable." The F statistical test is used to find out whether the regression model can be used to predict the dependent variable. If the Fcount value > Ftable and probability of significance < 0.05.

Table 12 F-test

Model	F hit	F table	Sig.	Decision
Regression	19.048	3.134	0	Significant

Based on the F-Test above, it can be concluded that the Ftable value obtained from df1 (number of variables – 1) or 3-1 = 2 and df2 (nk) or 70-3 = 67 in table F produces an Ftable value of 3.134. So it can be seen that the significance value is (0.000 < 0.05) and Fcount > Ftable (19.048 > 3.134), this proves that Ho3 is rejected and Ha3 is accepted. It means variablecompensation and work stress together (simultaneously) have a significant effect on employee performance variables.

CONCLUSION

Based on the results of the analysis and discussion previously described, several conclusions can be drawn. The Incentive Variable (X1) has a positive and significant effect on Employee Performance (Y), supported by the T-Test (Partial) which yields a significance value of 0.000 < 0.05. Based on the results of the T-table Test, it can be said that the T-count for the Incentive variable (X1)

is 6.151 > 1.996. Therefore, H01 is rejected, and Ha1 is accepted, indicating that the higher the compensation provided by the company CV. Sinar Citra Legal, the higher the performance demonstrated by employees. Thus, it can be concluded that there is an influence of Compensation on Employee Performance. However, Work Discipline (X2) does not have a significant effect on Employee Performance (Y). This is explained by the T (Partial) test, which produces a significant value of 0.207 > 0.05. Based on the results of the T-table Test, the T-count for the Work Discipline variable (X2) is 1.274 < 1.996, so H02 is accepted, and Ha2 is rejected. Therefore, there is no significant influence of Work Discipline on Employee Performance at CV. Sinar Citra Legal. On the other hand, the Incentive Variables (X1) and Work Discipline (X2) simultaneously have a positive and significant influence on Employee Performance (Y), based on a significance value of 0.000 < 0.05 and F-count > F-table (19.048 > 3.134), thus Ho3 is rejected, and Ha3 is accepted. This shows that there is a simultaneous positive and significant influence between Compensation and Work Discipline on Employee Performance at CV. Sinar Citra Legal.

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