

ABSTRACT

WILLEAM CHANDANI

03011170111

THE IMPACT OF INCENTIVE TOWARDS EMPLOYEE PERFORMANCE AT PT. SURYA BARU PRIMA NUSANTARA MEDAN

(Xviii+85 pages; 5 figures; 39 tables; 12 appendixes)

One of the pillars of a company's success is human resources. This occurs because human resources play a critical part in the success of a business.

Based on the results of interviews and findings, there are several problems and employee complaints in the provision of incentives and decreased employee performance. In this case, the author argues that incentives are very important because they will have an impact on employee performance.

This research was conducted at PT. Surya Baru Prima Nusantara Medan and is a quantitative research. Employee performance will be the dependent variable in this research study, with incentive as the independent variable. The writer uses both primary and secondary data in his data collection methods. Census sampling is used in this research. The author delivered questionnaires to 50 respondents, all of them were workers of the PT. Surya Baru Prima Nusantara Medan.

The findings of the study showed that H_a is accepted, indicating that the incentive has an impact on employee performance at PT. Surya Baru Prima Nusantara Medan. The conclusion indicates that the incentive has a 46.4 % effect on employee performance, with the remaining 53.6 % coming from other factors which are not mentioned in this study.

Based on the result of this research, the author recommends that PT. Surya Baru Prima Nusantara Medan pay special attention to the incentives provided to employees, such as bonuses, in order for them to boost their performance.

Keywords: Incentives, Employee Performance, PT. Surya Baru Prima Nusantara Medan

References: 30 (2015-2020)

ABSTRAK

WILLEAM CHANDANI

03011170111

THE IMPACT OF INCENTIVE TOWARDS EMPLOYEE PERFORMANCE AT PT. SURYA BARU PRIMA NUSANTARA MEDAN

(Xviii+85 halaman; 5 figur; 39 tabel; 12 lampiran)

Salah satu pilar keberhasilan suatu perusahaan adalah sumber daya manusia. Hal ini terjadi karena sumber daya manusia memegang peranan penting dalam keberhasilan suatu bisnis.

Berdasarkan hasil wawancara dan temuan, terdapat beberapa permasalahan dan keluhan pegawai dalam pemberian insentif dan penurunan kinerja pegawai. Dalam hal ini, penulis berpendapat bahwa insentif sangat penting karena akan berdampak pada kinerja karyawan.

Penelitian ini dilakukan di PT. Surya Baru Prima Nusantara Medan merupakan penelitian kuantitatif. Kinerja karyawan akan menjadi variabel terikat dalam penelitian ini, dengan insentif sebagai variabel bebas. Penulis menggunakan data primer dan data sekunder dalam metode pengumpulan datanya. Sensus sampling digunakan dalam penelitian ini. Penulis mengirimkan kuesioner kepada 50 responden yang semuanya adalah pekerja PT. Surya Baru Prima Nusantara Medan.

Hasil penelitian menunjukkan bahwa H_0 diterima yang menunjukkan bahwa insentif berpengaruh terhadap kinerja karyawan pada PT. Surya Baru Prima Nusantara Medan. Kesimpulan tersebut menunjukkan bahwa insentif berpengaruh sebesar 46,4% terhadap kinerja karyawan, sedangkan sisanya sebesar 53,6% berasal dari faktor lain yang tidak disebutkan dalam penelitian ini.

Berdasarkan hasil penelitian ini, penulis merekomendasikan agar PT. Surya Baru Prima Nusantara Medan memberikan perhatian khusus pada insentif yang diberikan kepada karyawan, seperti bonus, agar dapat meningkatkan kinerjanya.

Kata Kunci: Incentive, Employee Performance, PT. Surya Baru Prima Nusantara Medan

Referensi: 30 (2015-2020)