

ABSTRACT

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THE EFFECT OF INCENTIVES AND WORK ENVIRONMENT TOWARDS EMPLOYEE'S PERFORMANCE AT PT AGRINDO ANUGRAH ALAM RAYA, MEDAN

(xvii+130 pages; 7 figures; 66 tables; 7 appendixes)

This research was conducted to know whether incentives and work environment has an effect towards employee's performance at PT Agrindo Anugrah Alam Raya, Medan.

The method used in this research is quantitative descriptive. The data being collected using survey techniques, interview, and questionnaires. The sample was all the employees at PT Agrindo Anugrah Alam Raya, Medan. The data analyzed using descriptive statistical analysis, research instrument test, classical assumption test, linear regression test, determination test and hypothesis test.

The conclusion of the research is that incentives and work environment does have an effect towards the employee's performance of PT Agrindo Agrindo Anugrah Alam Raya, Medan. From the test conducted, the result of the data shows that the data was normally distributed, have linear relationship, no multicollinearity, and free of heteroscedasticity. The equation for this research is $Y = 1.195 + 0.793X_1 + 0.297X_2$. In addition, the hypothesis test shows that both incentives and work environment does have an effect the employee's performance as both significant value is smaller than 0.05.

Keywords: Incentives, Work Environment, Employee's Performance

References: 61 (2015-2021)

ABSTRAK

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Penelitian ini dilakukan untuk mengetahui apakah insentif dan lingkungan kerja berpengaruh terhadap kinerja karyawan pada PT Agrindo Anugrah Alam Raya Medan.

Metode yang digunakan dalam penelitian ini adalah deskriptif kuantitatif. Pengumpulan data dilakukan dengan teknik survei, wawancara, dan kuesioner. Sampel penelitian ini adalah seluruh karyawan PT Agrindo Anugrah Alam Raya Medan. Analisis data menggunakan analisis statistik deskriptif, uji instrumen penelitian, uji asumsi klasik, uji regresi linier, uji determinasi dan uji hipotesis.

Kesimpulan dari penelitian ini adalah insentif dan lingkungan kerja berpengaruh terhadap kinerja karyawan PT Agrindo Agrindo Anugrah Alam Raya Medan. Dari pengujian yang dilakukan, hasil data menunjukkan bahwa data berdistribusi normal, memiliki hubungan linier, tidak terjadi multikolinearitas, dan bebas heteroskedastisitas. Persamaan untuk penelitian ini adalah $Y = 1,195 + 0,793X_1 + 0,297X_2$. Selain itu, uji hipotesis menunjukkan bahwa insentif dan lingkungan kerja berpengaruh terhadap kinerja karyawan karena nilai signifikan keduanya lebih kecil dari 0,05.

Kata Kunci: Incentives, Work Environment, Employee's Performance

Referensi: 61 (2015-2021)