

The Influence of Incentives and Work Discipline in Increasing Work Motivation of PT. Berastagi

Ninuk Riesmiyantiningtias¹, Rizky Amalia², Oby Eko Purwanto³, Ati Chandra⁴,
Ratna Puspita⁵, Bryan Givan^{6*}

^{1,2} Faculty of Economics and Business, Bina Sarana Informatika University, Indonesia

^{3,4,5,6} Faculty of Economics and Business, University of Nusa Mandiri, Indonesia

*Corresponding Author:

Email: bryan.bgv@nusamandiri.ac.id

Abstract.

This study aims to determine the effect of work discipline on employee performance at PT. Berastagi Rantauprapat. To determine the effect of giving incentives to employee performance at PT. Berastagi Rantauprapat. To determine the effect of work discipline and intensive giving effect on employee performance at PT. Berastagi Rantauprapat. This type of research is associative research. Data collection in this study was carried out through a survey approach with a quantitative descriptive research type by distributing questionnaires to 35 respondents while the population used in this study was employees of PT. Berastagi Rantauprapat. Data collection techniques were carried out by interviews, questionnaires and documentation studies. The data analysis technique used in this research is descriptive analysis, multiple linear regression analysis, hypothesis testing using simultaneous significant test (F test), partial significant test (t test), and testing the coefficient of determination (R²). The results of this study indicate that partially the incentive variable has no positive and significant effect on employee motivation, partially that the work discipline variable has a positive and significant effect on employee motivation and simultaneously that the incentive and work discipline variable has a positive and significant effect on employee motivation.

Keywords: *Incentives, Work Discipline and Work Motivation.*

I. INTRODUCTION

In general, every leader of a government agency in Indonesia always tries to provide enthusiasm and motivation as well as various allowances for his subordinates so that they have the ability, willingness and high enthusiasm to be able to complete every task assigned to them. Therefore, government agencies continue to strive, provide more insight into the human resources within the scope of these government agencies. In meeting these needs, government agencies can take several ways that are quite effective, namely by increasing the quality of human resources in government agencies, starting from government agency staff to permanent employees. Emphasis on human resources the fact that humans are creatures that interact with each other in achieving a goal. The human resource factor often creates complex problems in a government agency due to differences such as: lack of discipline, nature of expertise, experience, background and reactions that arise between each employee, therefore basically survival government agencies depend on the employees who work in these government agencies. The way for government agencies to motivate employees who have the ability and high morale to improve their work is to uphold work discipline and provide physical stimulation in the form of incentives in accordance with the work performance produced. Incentives that generally occur are generally in the form of material, this needs to be considered in its implementation because this incentive concerns aspects of the lives of employees as human beings.

PT. Berastagi Rantauprapat in increasing work motivation to be better day to day at work is another goal to motivate employees so that it is expected to improve employee performance. The existence of work discipline and the provision of incentives provided by PT. Berastagi Rantauprapat to employees is carried out in stages but often experiences discrepancies and delays. Problems in increasing the motivation of employees of PT. Berastagi Rantauprapat includes making regulations along with strict sanctions and giving bonuses that are not appropriate and not on time, compensation is not in accordance with established standards, social security is not yet effective. Thus resulting in a decrease in employee motivation. Based on the description Based on this background, the authors consider that work discipline and the provision of appropriate incentives are things that need to be done for a government agency in order to get reliable human resources.

II. LITERATURE REVIEW

Theoretical Description

Incentives are a means of motivation that encourage employees to work with optimal abilities, which are intended as extra income outside of a predetermined salary or wages. The provision of incentives is intended to be able to meet the needs of employees and their families. The term incentive system is generally used to describe wage payment plans that are linked directly or indirectly to various employee performance standards or organizational profitability. Compensation and incentives have a very close relationship, where incentives are a component of compensation and both are very decisive in achieving the goals and objectives of the organization as a whole. Incentives can be formulated as adequate remuneration for employees whose performance exceeds predetermined standards. Incentives are a motivating factor for employees to work better so that employee performance can increase. To obtain a clearer understanding of incentives, below are some management experts who put forward the notion of incentives. According to Hasibuan (2001: 117), argues that: "Incentives are additional remuneration given to certain employees whose achievements are above standard performance.

According to Mangkunegara (2002: 89), argues that: "Incentives are a form of motivation expressed in the form of money on the basis of high performance and is also a sense of recognition from the organization for employee performance and contribution to the organization (company)". According to Pangabean (2002:77), argues that: "Incentives are direct rewards paid to employees for performance exceeding the specified standards. Assuming that money can encourage employees to work even harder, those who are productive prefer their salary to be paid based on work results. According to Handoko (2002: 176), argues that: "Incentives are incentives offered to employees to carry out work according to or higher than the standards that have been set". So according to the opinions of the experts above, the writer can conclude that incentives are encouragement for someone to want to work well and to be able to achieve higher levels of performance so as to arouse work passion and motivation of an employee, so someone wants to work well. If there is motivation within him, the problem is how anyway. In principle, giving incentives benefits both parties. Companies expect that there will be strength or enthusiasm that arises in incentive recipients that encourage them to work better in the sense of being more productive so that the goals to be achieved by the company/institution can be fulfilled while for employees as one of the means of satisfying their needs.

Work Discipline

According to Satrohadiwiryo (2002: 291) explains the meaning of Discipline as follows: "An attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten, and able to carry them out, and not evading sanctions if he violates the duties and powers given to him. Work discipline according to Rivai (2005:444) is: "A tool that used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all applicable company regulations and social norms. According to Sinungan (2000: 146) explains that work discipline is "a mental attitude that is reflected in the actions or behavior of individuals, groups or communities in the form of obedience or adherence to the regulations set either by the government ethics, norms and rules that apply in society for a specific purpose". Furthermore, Keith Davis (1985:366) is quoted by Anwar.Prabu Mangkunegara (2001:129) "Discipline is management action to enforce standard organization" (Discipline is defined as the implementation of management to reinforce organizational guidelines. Based on the definitions above, it can be concluded that what is meant by work discipline is a mental attitude that is reflected in the actions of individuals and groups in the form of compliance or obedience to the regulations set to reinforce organizational guidelines.

Motivation

Understanding Motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are something invisible that gives strength to encourage individuals to behave in achieving goals (Rivai: 2005: p. 455). This drive consists of 2 (two) components, namely: the direction of behavior (work to achieve goals), and the strength of behavior (how strong the individual's effort is at work). Motivation includes the unique feelings, thoughts and past

experiences that you are a part of institutional internal and external relations. In addition, motivation can also be interpreted as an individual's encouragement to take action because they want to do it. If individuals are motivated, they will make positive choices to do something because it can satisfy their desires. (Rivai: 2005: p. 456). Basically motivation can spur staff to work hard so they can achieve their goals. This will increase the work productivity of staff so that it will affect the achievement of institutional goals. There are three sources of motivation, namely (1) the possibility to develop, (2) types of work and (3) whether they can feel proud to be part of the institution where they work. In addition, there are several aspects that influence staff work motivation, namely: a sense of security at work, getting a fair and competitive salary, a pleasant work environment, appreciation for work performance and explaining the "what" of motivation.

The definition of motivation expressed by some experts include the following:

According to Mathis and Jackson (2001: 89) suggests motivation is a desire within a person that causes that person to take action. Rivai (2004-455) Motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals. Motivation is the factors that direct and encourage a person's behavior or desire to carry out an activity expressed in the form of hard and weak effort. Old Marihot Efendi (2002:321). Some of the opinions above can be concluded that motivation is an encouragement in directing individuals who stimulate individual and organizational behavior to take action (activities) in achieving the expected goals.

III. METHODS

Population

The population is the whole set of elements or objects and subjects that have a number of general characteristics that are of interest to researchers to study, research and then draw conclusions (Sugiyono, 2006). In this study, the population is all employees of PT. Berastagi Rantauprapat as many as 35 people. Therefore the sample in this study is all employees of PT. Berastagi Rantauprapat totaled 35 people. As for *msaturated sampling method*, namely the technique of determining the sample when the entire population is used as a sample.

Methods of Data Analysis Descriptive Statistical Analysis

Is a way of formulating and interpreting existing data so as to provide a clear picture of the data under study.

Multiple Linear Regression Analysis

Multiple linear regression method on the grounds that the independent variables consist of several variables. Based on the relationship between the two variables expressed by a linear equation, it can be used to make predictions (forecasts) about the magnitude of the Y value (the dependent variable) based on a certain X value (the independent variable). The forecast (prediction) will be better if we do not only pay attention to one influencing variable (independent variable) so that we use multiple linear regression analysis.

IV. RESULTS AND DISCUSSION

Results of Multiple Linear Regression Equations Multiple linear regression analysis aims to determine the effect of the independent variables on the dependent variable, can be seen in Table 1 below:

Table 1. Results of Multiple Linear Regression Analysis Coefficients^a

Model	Unstandardized Coefficients		Standardized zed Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	1,517	1,312		1.157	.256
X1	.272	.170	.290	1,597	.120
X2	.512	.146	.639	3,519	.001

a. Dependent Variable: Y

Source: Processed Data (2022)

Table 1 shows that the model used to estimate this effect is:

$$Y = 1.517 + 0.272X_1 + 0.512X_2 + e$$

Information :

3. The constant regression coefficient of 1.517 means that if there is incentive and work discipline variables, then work motivation will be -1.517.

4. The incentive regression coefficient of 0.272 means that every time there is an additional incentive of 0.272, the work motivation is 1 times.

5. The regression coefficient of work discipline is 0.512 which means that every time there is an addition of work discipline of 0.512, the work motivation is 1 time.

Analysis of the Coefficient of Determination(R²)

Determinant coefficient analysis is used to see how much influence the independent variables have on the dependent variable. The results of testing the coefficient of determination can be seen from Table 2 as follows:

Table 2. Results Coefficient of Determination(R²) Summary model b

Model	R	R Square	adjusted R Square	std. Error of The Estimate
Dimension 1 0	.912a	.832	.822	1.0127 7

a. Predictors: (Constant), X₂, X₁

b. Dependent Variable: Y

Source: Processed Data (2022)

This section displays the values of R, R², adjusted R², and standard error.

2. The R value of 0.912 equals 91.2% which indicates that the relationship between incentives and work discipline variables on work motivation is quite close.

3. The value of the coefficient of determination is 0.832 or equal to 83.2%. This value means that 83.2% confirms that work motivation can be explained through incentives and work discipline variables.

Hypothesis test

Simultaneous Test Results(Test F)

The F test is conducted to simultaneously test whether the work discipline and sanctions affect work motivation, can be seen in Table 3 below:

Table 3. Simultaneous Test Results (Test F) ANOVA b

Model	Sum of squarice	df	Means Square	F	Sig.
1 Regression	162.77 7	2	81,389	79.34 9	.00a
residual	32,823 195.60	32	1,026		
Total	0	34			

a. Predictors: (Constant), X₂, X₁

b. Dependent Variable: Y

Source: Processed Data (2022)

Based on Table 3 shows that hthe result of the F test is 79.349 with a significant level of 0.000 while the F table value is 3.276. When compared to the value of Fcount (79.349) > Ftable (3.276) at alpha 5%, it is concluded that simultaneously the variables of incentives and work discipline have a positive and significant effect on work motivation.

Partial Test Results(t test)

Partial test (t test) was conducted to test partially (individually) whether work incentives and discipline effect on work motivation, can be seen in Table 4 below:

Table 4. Partial Test Results (t test) Coefficients^a

Model	Standardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1. (Constant)	1,517	1,312		1.157	256
X1	272	170	290	1,597	120001
X2	512	146	639	3,519	

a. Dependent Variable: Y

Source: Processed Data (2022)

Based on Table 4 it can be seen that the value of tcount for the incentive variable of 1.597 and work discipline of 3.519 with significant values for each independent variable (0.120); (0.001). As for value ttable in the t distribution statistics table with a level of test $\alpha = 5\%$ and $df1 = 35$ of 1.681. Based on the criteria that if the value of tcount > ttable is (1.597 < 1.689); (3.519 > 1.689) so it can be concluded that the variable incentives and work discipline have a positive and significant effect on work motivation.

Discussion

From the simultaneous test results (F test) that the value of Fcount (79.349) > Ftable (3.276) at alpha 5%, it is concluded that simultaneously the variables of incentives and work discipline have a positive and significant effect on work motivation. The positive influence and significance of all independent variables on the dependent variable means that all independent and dependent variables are closely related. While the independent variable, namely work discipline, has value tcount > ttable or 3.519 > 1.689 with a probability value of 0.000 < 0.05, then H_0 is rejected and is the independent variable of work discipline having the most dominant influence on the variable of work motivation. From the research results, it can be seen that the independent variable, namely incentives, has a value of tcount > ttable or 1.597 < 1.689 with a probability value of 0.120 > 0.05, then the hypothesis H_0 is accepted, which means incentives have no positive and significant effect on work motivation. This can be explained by incentives as a means of motivation that encourages employees to work with optimal abilities, which are intended as extra income outside of a predetermined salary or wages.

V. CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the description of the research results and discussion, it can be concluded as follows: Partially, the incentive variable has no positive and significant effect on employee motivation. Partially, the work discipline variable has a positive and significant effect on employee motivation and simultaneously that the incentive and work discipline variables have a positive and significant effect on employee motivation.

Suggestion

Based on the results of the analysis and research conclusions, the following suggestions are proposed:

- PT. Berastagi Rantauprapat, you should pay attention to incentives that are in accordance with the provisions and give them to employees who have good motivation at work.
- PT. Berastagi Rantauprapat, it is better to increase work incentives and discipline through established policies so that all employees have a polite and courteous attitude at work.

REFERENCES

- [1] Arikunto, Suharsimi, 2000. Research Management. Publisher PT. Rineka Copyright, Jakarta.
- [2] Danim, Sudarman. 2004. Motivation, Leadership and Group Effectiveness. Rineka Cipta Publisher, Jakarta.
- [3] Dessler, Gary, 2004. Human Resource Management. Edition 9. Volume 1. Gramedia Group, Jakarta.
- [4] Ginting, Paham and Helmi, 2008. Philosophy of Science and Research Methods. USU Press Publisher. Primary.

2009. The Influence of Leadership and Work Environment on Employee Morale in the Production Section of PT. Mrs. Meneer Semarang. *Management Journal*.
- [5] Harahap, P. Hrp, N.K.A.R. Dewi, Macrozoobenthos diversity as anbioindicator of the water quality in the River Kualuh Labuhanbatu Utara, *International Journal of Scientific & Technology Research*, 9(4), 2020, pp. 179-183.
- [6] Harahap, et, all, Macrozoobenthos diversity as anbioindicator of the water quality in the Sungai Kualuh Labuhanbatu Utara, *AAFL Bioflux*, 2022, Vol 15, Issue 6.
- [7] Rivai, Veithzal, 2004, Human Resource Management for Companies. PT. King
- [8] Grafindo Persada, Jakarta.
- [9] Sedarmayanti, 2001, Human Resources and Work Productivity. Mandar Maju, Bandung.
- [10] Siagian, Sondang P, 2002. Human Resource Management. Earth ksara, Jakarta.
- [11] Situmorang, Syafrizal Helmi. 2009. Research Data Analysis. USU Press Second Printing, Medan
- [12] Sugiyono, 2008. Business Research Methods. Alfabeta, Bandung.
- [13] Zainun. 2000. Human Resource Management. PT. Ghalia Indonesia, Jakarta.