

EMPLOYEE PERFORMANCE IS REVIEWED FROM INCENTIVE, DEPARTMENT PROMOTION AND EMPLOYEE WORK DISCIPLINE AT CV. BINTANG MITRA MULYA SURAKARTA

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Abstract

The domestic textile market and exports abroad have been eroded by manufacturers from other countries in recent years. The threat of a decline in the industry due to the trade war that occurred and also the industry was under heavy pressure due to the impact of the corona pandemic. This study aims to examine the Incentive, Promotion Jabatan, And Work Discipline on the performance of employees of CV. Bintang Mitra Mulya Surakarta The date used in this journal are observation, interviews, distribution of questionnaires and documentation to employees of CV. Bintang Mitra Mulya The research sample was purposive sampling as many as 75 employee with multiple linear regression method. The data analysis techniques in this study included several compilation data, validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, Goodness Of Fit Model multiple linear regression, f test, t test and determination test. The results showed that Incentive, Promotion Jabatan, And Work Discipline had a significant effect on the performance of CV. Bintang Mitra Mulya Surakarta. employee performance of CV. Bintang Mitra Mulya Surakarta can be explained by the variables of incentive, promotin jabatan, and work dicipline by 40.4% and others are influenced by other variables.

Keywords: *Incentive, Department Promotion, Work Discipline*

1. INTRODUCTION

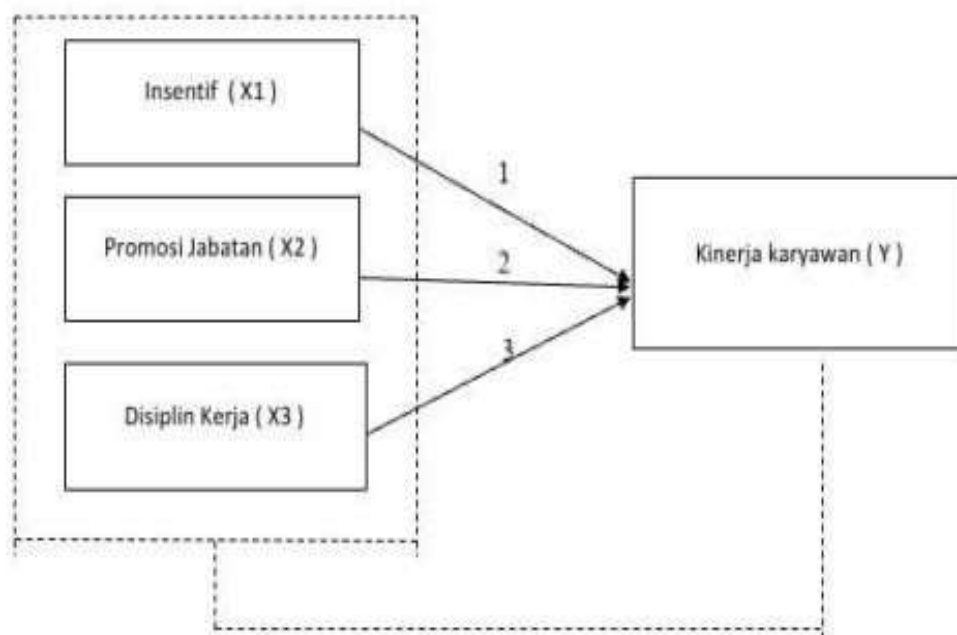
The era of revolution in scientific and technological progress has caused world economic activities to experience very rapid development. This requires competitive human resource competition for each company to always innovate in achieving company goals. Human resources are a very important factor for companies, because humans are a workforce factor that can grow and develop.

Every company will always try to improve the performance of its employees in the hope that the company's vision and mission can be achieved. Good employee performance determines the company's achievements. However, all employees do not have good performance, there are still employees whose performance does not meet the company's expectations (Djuwanto et al, 2017). An employee's performance is an individual matter, because employees have different abilities in carrying out their duties. Employees who have high performance will complete work more quickly, reduce the level of damage and minimize damage absenteeism rate (Wairooy 2017). The level of employee performance can be measured by looking at the extent to which the employee can complete the work assigned to him. If the employee can completing the work in accordance with the company's expectations, the employee is considered to be productive.

Efforts to improve employee performance include providing incentives to employees which will increase motivation in working for the company (Shinta and Siagian, 2020). On the

other hand, the incentives that employees receive from the company will also have an impact on increasing employee performance within the company. The higher the employee's performance, the greater the incentives provided by the company/agency. Providing incentives will encourage employees to work professionally to achieve the company's goals, vision and mission (Isa 2018).

Job promotions also have an effect on improving employee performance. who have higher status and responsibilities than before (Hidayah et al, 2020). The implementation of job promotions is carried out to increase employee work motivation so that they work with good behavior in accordance with what is desired by the company. If employee performance is high, this will automatically have an impact on the company or organization being able to compete in today's increasingly tough world of work. Permatasari (2017) states that every employee has the same opportunity to be promoted to a certain position, whether as top manager, middle manager, or unit manager, which basically means creativity at work. Work discipline is a form of an employee's responsibility in upholding every value of order and order that exists in the company. An employee's ability to discipline himself is a reflection of his performance. According to Ekhsan (2019), many people realize that there is a possibility that behind selfdiscipline there will be an increase in self-discipline. Awareness in implementing company or agency rules which are reflected in employee discipline will also increase employee performance. According to Susanto (2019), work discipline is formed by leaders to be implemented by their subordinates so that it can create a sense of responsibility for work because employees are aware of their obligations and will of course prioritize good work results in accordance with the standards that have been implemented.



2. METHODOLOGY

This research was conducted at the CV. Bintang Mitra Mulya Surakarta using quantitative methods. The research was conducted in October-December 2023. The research involved all CV. Bintang Mitra Mulya Surakarta totaling 75 employees. Saturated sampling technique was chosen in this research.

In terms of data collection techniques, researchers used several techniques such as observation, documentation, questionnaires, interviews and literature studies with employees of the Sukoharjo Regency National Land Agency Office

Operational definition

The research definition of a variable in this research is a statement that is clearly related to the reality of the variable to be observed which is given by the researcher to the respondent for the purpose of testing the research hypothesis.

Employee Performance

Performance is an assessment of employee work which is assessed in terms of quantity and quality, accompanied by the implementation of tasks achieved by employees of the CV. Bintang Mitra Mulya Surakarta

Insentif

Based on the description above, it can be concluded that incentives are a form of additional reward that is given directly by the leadership for exceeding company standards which motivates work enthusiasm. In principle, the provision of incentives must fulfill clarity of goals and objectives, the principle of fairness and the principle of compensation itself which is respectful and open, and the principle of clarity of time scales.

Promotion Departement

So it can be concluded that job promotion is a job transfer to a higher position with greater authority and responsibility followed by additional obligations, rights, status and income.

Work Discipline

Based on the opinion above, it can be concluded that work discipline is a management action that must be carried out by members of an organization to fulfill various applicable provisions in achieving the success of the organization.

3. RESULTS AND DISCUSSION

Instrument Test

1. Validity test and Reliability Test

Tabel IV. 4
Hasil Uji Validitas dan Reliabilitas

Variabel	Pertanyaan	r hitung	Croncbach alpha
Kinerja Karyawan	Y.1	0,460	0,758
	Y.2	0,816	
	Y.3	0,865	
	Y.4	0,491	
	Y.5	0,750	
Insentif	X1.1	0,164	0,396
	X1.2	0,336	
	X1.3	0,689	
	X1.4	0,737	
	X1.5	0,233	
	X1.6	0,108	
Promosi Jabatan	X2.1	0,439	0,234
	X2.2	0,178	
	X2.3	0,123	
	X2.4	0,123	
	X2.5	0,433	
	X2.6	0,228	
	X2.7	0,123	
	X2.8	0,123	
Disiplin Kerja	X2.9	0,489	0,381
	X3.1	0,203	
	X3.2	0,360	
	X3.3	0,011	
	X3.4	0,225	

Sumber: data primer diolah, 2024

The results of the validity calculation above show that the 5 statement items submitted to respondents regarding Employee Performance (Y), Incentive (X1), Promotion Jabatan(X2) and Work Discipline (X3) have a value of $r_{count} > r_{table}$ which is declared valid.

2. Reliability Test

Ghozali (2020:26) states that the Reliability Test is a questionnaire measurement method that contains indicators of a change or construct. A questionnaire is considered reliable if a particular respondent's answer to a particular statement submitted is stable or consistent from time to time Ghozali (2016: 47-48)

Reflecting on the results of the validity test, the level of reliability of all statements will be measured, where below are the test results.

The results of reliability calculations as shown in Table 5 show that all variables are considered reliable as proven by the Cronbatch's Alpha calculated value for each variable > 0.060 .

Classic assumption test

1. Normality test

Tabel 6 Normality Test Results

Smirnov. Hasil pengujian normalitas dapat dilihat pada tabel dibawah ini:

Variabel	Kolmogorov-Smirrov	Sig.	Keterangan
<i>Unstandardized Residual</i>	0,247	0,200	Sebaran data normal

Sumber : Data primer yang diolah 2024

Based on table 6 above, it shows that the value of Asymp. Sig of the regression model with a result of 0.455. Thus, these results mean that in terms of data distribution, the regression equation for the model is classified as (Normal).

2. Multicollinearity Test

Tabel 7 Multicollinearity Test Results

Variabel	Tolerance	VIF	Keterangan
Insentif	0,977	1,023	Tidak ada Multikolinieritas
Promosi Jabatan	0,985	1,015	Tidak ada Multikolinieritas
Disiplin Kerja	0,968	1,033	Tidak ada Multikolinieritas

Sumber: data primer diolah, 2024

Looking at table 7 above, there is no multicollinearity, because all independent variables have a tolerance greater than.

3. Heteroscedasticity Test

Table 8 Heteroscedasticity Test Results

Hasil Uji Heteroskedastisitas

Variabel	Sig.	Keterangan
Insentif	0,596	Tidak terjadi heteroskedastisitas
Promosi Jabatan	0,566	Tidak terjadi heteroskedastisitas
Disiplin Kerja	0,361	Tidak terjadi heteroskedastisitas

Sumber: Data primer yang diolah, 2024

The results of the heteroscedasticity test in Table 8 show that all independent variables have a value of Sig.

Multiple Linear Regression Analysis

Table 9 Multiple Linear Regression and Standard Error of Research Variables

Variabel	Koefisien Regresi (B)
(Constant)	6,777
Insentif	0,073
Promosi Jabatan	0,129
Disiplin Kerja	0,199

Sumber: data primer diolah, 2024

Hypothesis Test (t Test)

The results above are detailed in the explanation below.

1. The constant of 6.777 states that if the variable incentive (X1), promotion (X2), work discipline (X3) is zero, then employee performance will increase by 6.777
2. $b_1=0.073$ incentive regression coefficient (X1) is negative, which means that if promotion (X2), work discipline (X3) is zero, then increasing incentives by one unit will result in employee performance increasing by 0.073
3. $b_2 = 0.129$, the regression coefficient for job promotion (X2) is positive, which means that if incentives (X1) and work discipline (X3) are zero, then an increase in job promotion by one unit will result in employee performance increasing by 0.129
4. $b_3=0.198$ work discipline regression coefficient (X3) is positive, which means that if incentives (X1) and position promotions (X2) are zero, then an increase in work discipline by one unit will result in employee performance increasing by 0.198.

conclude that all the independent variables are free from heteroscedasticity problems

R Square Test (R2)

Table 11 R Square Test Results

Hasil Uji Koefisien Determinasi (R ²)	
R Square	Adjusted R Square
0,021	0,020

Sumber: data primer diolah, 2024

The calculation results show that the coefficient of determination (R2) is 0.414 (41.4%), which means that the contribution of the *Incentive, Promotion Jabatan, And Work Discipline* is 41.4%, while the remaining 58.6% is explained by other variables.

4. CONCLUSION

Results of the acquisition and analysis of data during this research gave rise to the final conclusions as explained below.

According to test results, organizational culture and motivation have a positive and significant impact on the CV. Bintang Mitra Mulya Surakarta. Meanwhile, the workload according to the test results has no impact on the CV. Bintang Mitra Mulya Surakarta. Incentive show that the coefficient of determination (R^2) is 0.414 (41.4%), which means that the contribution of the Incentive, Promotion Jabatan, And Work Discipline variables is 41.4%, while the remaining 58.6% is explained by other variables, such as discipline, work environment, experience and so on.

Suggestion

From the results of these conclusions the researcher provided very good suggestions and input

1. For Companies

- a. Incentives on CV. Bintang Mitra Mulya Surakarta has been further improved so that employees are better. And understand employees so they don't get too stressed when doing their work.
- b. Companies must be more aware of and respond to employee obstacles in carrying out promotion work without increasing job positions which have a negative impact on employee performance.
- c. Companies must improve work discipline that is conducive to maintaining order

2. Future researchers should add other variables that influence employee performance such as work motivation, commitment, training, work ethic and others

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