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The Relationship Between Incentive and Employees' Job Performance

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Abstract. *Employees are essential to the attainment of an organization's objectives, vision, and mission. Employees are essential to a business, hence the corporation must prioritize their requirements. Several issues arose. The employees' performance deteriorated because of insufficient remuneration. Several individuals did not fulfill their responsibilities punctually, leading to a reduction in their job output. The corporation offered incentives to improve their job performance. This research will investigate the correlation between incentives and employee work performance. The author will utilize all of them as a sample for this investigation. This procedure is termed census sampling. The study substantiates the efficacy of Variable X (incentive) and Variable Y (workers' job performance). The reliability test further validates the results' dependability. The correlation coefficient is 0.73. This indicates a robust correlation between incentives and employee work performance. The hypothesis test produced a score of 4.53, demonstrating that the tcount surpasses the ttable (2.101). Consequently, we may exclude the null hypothesis (H0), which posits that no correlation exists between incentives and employees' job performance. This indicates a substantial correlation between the incentive (variable X) and workers' job performance (variable Y). This research shows that a correlation exists between incentives and workers' job performance. The incentive was a contributing factor to the enhancement of employee performance, while other elements, such as working environment, also had a role.*

Keywords: *Incentive, Employees' Job Performance, Employee*

1. INTRODUCTION

Employees are essential in realizing the objectives and vision of a business (Theng et al., 2021). All companies, irrespective of their size, rely on employee contributions to oversee diverse activities and achieve predetermined long-term objectives (Susanto et al., 2021). Employee performance is a crucial determinant of the company's efficacy in attaining its objectives (Kosasih et al., 2020). Consequently, organizations must guarantee that personnel administer human resources judiciously and prioritize employee wellbeing to foster maximal production and performance (Wijaya, 2018).

The company's established pay scheme substantially affects employee performance (Wijaya, 2023). Remuneration encompasses all types of rewards or remuneration provided to employees for their efforts and accomplishments (Assaly et al., 2021). Employee discontent and diminished motivation may arise when compensation does not align with expectations or is insufficient (Susanto, 2020). This discontent stems from employees feeling undervalued or unacknowledged for their contributions, which eventually adversely affects their performance and productivity (Agus Susanto et al., 2022). Inadequate or unjust compensation frequently results in diminished individual performance within a company (Tanady, Susanto, Theng, & Lim, 2022).

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Dissatisfaction with compensation or perks can diminish employee motivation, directly affecting the quality of work and outcomes (Tanady, Susanto, Theng, Afriani, et al., 2022). When employees perceive that their incentives are disproportionate to their contributions and efforts, employee morale may decline, resulting in diminished efficiency and productivity in the workplace (Susanto, 2019). Alongside compensation concerns, inadequate management of tasks and responsibilities contributes to diminishing employee performance (Simamora et al., 2022). A significant number of employees fail to fulfill deadlines or do not exert utmost effort in their job (Albert et al., 2022). This may lead to overlooked tasks or worse outcomes, adversely affecting the overall performance of the team or organization (Satrianny et al., 2024).

The extensive adoption of this obstructs the attainment of corporate objectives, as it markedly diminishes organizational productivity (Sobari et al., 2023). Unmotivated or disorganized staff will find it challenging to effectively contribute to the attainment of organizational objectives (Irfan, 2022). Consequently, organizations must implement suitable measures to enhance employee enthusiasm and productivity (Martin, 2018). Implementing appropriate incentives to acknowledge employee diligence, together enhancing the clarity and structure of task and responsibility management, can facilitate this objective (Nasib & Amalia, 2018). Creating a work atmosphere that inspires people to enhance their effort, uphold organization, and concentrate on achieving better outcomes is essential (Nasib, 2019).

Companies frequently deploy incentives as a strategy to enhance employee performance (Nasib et al., 2021). Incentives denote incentives or rewards offered in acknowledgment of employees' successes or services (Ballian, 2020). The nature of these incentives may differ, encompassing money prizes like bonuses, commissions, or allowances, as well as non-financial benefits such as certificates, public acknowledgment, or promotional opportunities (Nasib, 2021).

The objective of offering this reward is to encourage employees to exhibit greater enthusiasm and motivation in doing their responsibilities. The organization anticipates that incentives will motivate staff to exert greater effort, enhance efficiency, and increase productivity, as they will feel valued and acknowledged for their contributions. Appropriate incentives may foster a competitive yet supportive workplace, motivating people to enhance their performance to attain the reward. Consequently, incentives serve not just as a mechanism for rewards but also as a catalyst for work passion, which may enhance performance and facilitate the attainment of overarching corporate objectives. While incentives are frequently seen as a potent means to enhance employee performance, there is contention on the degree to which they influence job outcomes. Numerous studies indicate that incentives substantially enhance performance, however other research contends that the effect of incentives is often transient and insufficient to sustain long-term employee motivation. Besides incentives, variables such as a conducive work atmosphere, amicable relationships among colleagues, and the used leadership style significantly impact employee performance. All these aspects interact and can either mutually reinforce or inhibit the impact of the incentives, so generating a more intricate understanding of the factors influencing employee performance.

2. LITERATURE REVIEW

Employees' Job Performance

Employees' Responsibilities Employees attain performance by executing their responsibilities in alignment with the criteria or objectives established by the company (Hasrul Azwar Hasibuan et al., 2022). Job performance functions as a metric of employee efficacy, encapsulating the competencies, skills, and exertions dedicated to fulfilling their duties (Pebri, 2020). Elevated work performance directly enhances organizational productivity (Astika et al., 2022). When staff operate efficiently and deliver high-quality output, organizations may more successfully meet production or service objectives, therefore gaining a competitive edge in the marketplace (Nasib, 2020). Intense competition necessitates that organizations possess skilled and high-performing human resources to effectively generate innovative and high-quality products or services (Syaifuddin et al., 2022). Effective performance enables firms to minimize mistakes, waste, and time dedicated to enhancing job outcomes, hence lowering operating costs and augmenting profitability (Fadli & Nasib, 2020).

Ideal Employees' Roles The caliber of products or services delivered to clients signifies staff performance (Dlamini et al., 2022). Committed and industrious staff deliver superior service, hence enhancing client happiness and loyalty (Hussain, 2019). Effective performance cultivates a favorable perception of the organization among consumers, business partners, and prospective workers (Obeng, 2021). A favorable reputation is essential for acquiring top personnel and maintaining clientele (Gung, 2019). High-performing personnel frequently exhibit proactivity in producing innovative ideas, which benefits the organization by responding to market fluctuations and client demands, therefore facilitating its growth (Azeez, 2020). Acknowledged and valued work accomplishments enhance employee job satisfaction (Suleman, 2022). Employees that experience satisfaction and appreciation are often more loyal to the organization, hence decreasing turnover rates and ensuring team stability (Tamba & Nawangsari, 2022).

Incentive

Incentives are rewards provided by organizations to employees to enhance motivation and performance (Yang, 2022). Incentives may be categorized as financial, including bonuses, allowances, or commissions, and non-financial, encompassing awards, promotions, or recognition (H. Lesmana, 2020). Incentives offer supplementary motivation for employees to exert greater effort and attain objectives (Nugraha, 2021). When employees recognize gratitude for their contributions, they are more inclined to achieve or exceed established objectives (Gardali, 2018). This strong motivation propels people to provide optimal job outcomes (Young et al., 2022). Regularly offering rewards can improve employees' concentration and productivity in their tasks. Achievement-based incentives drive personnel to enhance their efficiency, consequently augmenting productivity and meeting organizational objectives (de Buisonjé et al., 2022).

Employees who feel valued and given rewards are often more loyal to the organization (Büchi, 2021). Incentives are one of the reasons employees remain with the firm and continue to contribute (Sutrisno, 2022). Employees frequently obtain rewards contingent upon the caliber of their job outcomes, which encourages them to pursue excellence in their performance (M. T. Lesmana, 2021). The enhancement in quality will directly influence employees' job performance, prompting them to operate at a better level to attain the supplied incentives (Mustika, 2019). Incentives may be awarded to teams or individuals. Team incentives, for instance, promote collaboration among employees and foster mutual support in job completion (Patel, 2017). This enhances both individual performance and team effectiveness, thereby influencing the organization's collective objectives (Heksarini, 2020).

Well-designed incentives foster constructive rivalry among staff (Ghafoor, 2017). Employees endeavor to enhance their performance to attain the provided benefits (Andi, 2022). This motivates individuals to persist in learning, evolving, and adjusting to change, hence fostering a competitive yet constructive workplace atmosphere (Madhani & Dean, 2019). Employees who perceive appreciation through rewards often have greater job satisfaction, which may alleviate stress levels (Tirtasari, 2021). Employees who experience financial security and receive acknowledgment for their success exhibit enhanced emotional stability, which positively influences their job performance (Putra, 2021). Organizations that provide appealing incentives are more enticing to prospective workers with advanced talents

(Aspan, 2022). A workplace that acknowledges employee contributions will attract high-caliber talent, ultimately enhancing team cohesion and overall effectiveness (Endri, 2021).

3. METHODS

This research employs a quantitative methodology with a correlational framework to examine the association between incentive factors and employee performance. We apply the census sampling approach to include the entire population of employees in the study's subject company as a sample, avoiding random sampling. Data were obtained via a standardized questionnaire to precisely assess the factors of incentive and work performance. The questionnaire comprises comprehensive inquiries on the several types of incentives received by employees and metrics of employee success. We performed a reliability assessment using Cronbach's alpha before the primary analysis to verify the consistency of the collected data. Subsequently, we employed the Pearson correlation coefficient to assess the degree and direction of the association between incentives and employee performance.

4. RESULTS

Coefficient of Determination

On this test, the writer will be able to identify how variable Y will be determined by variable X. The closer determination coefficient is to 100%, the greater influence that the variable X has towards variable Y. The calculation of determination coefficient is as follows:

$D = r^{2}.100\% = 0.73^{2}.100\% = 53.29\%$

The determination coefficient is 53.29%. It means that the employees' performance is influenced by incentive by 53.29%, while the remaining 46.71% is influenced by other factors.

Test of Hypothesis

Hypothesis test will determine which hypothesis, the null hypothesis (H_0) or the alternative hypothesis (H_a), will be accepted or rejected in this research.

To calculation of t-test is as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$= \frac{0.73\sqrt{20-2}}{\sqrt{1-0.73^2}}$$

$$= 4.53$$

The calculated t-value (tcount) is 4.53, but the crucial t-value (ttable) at a 0.05 significance level with 18 degrees of freedom is 2.101. Since tcount surpasses ttable (4.53 > 2.101), we reject H0, indicating a substantial correlation between incentives (variable X) and employee performance (variable Y). The subsequent section presents the analysis and summary of the results:

1. The validity test indicates that all questionnaire items possess validity scores greater than 0.41. This signifies that every item in the questionnaire is legitimate and effectively assesses the desired variable.
2. The reliability test produces a coefficient alpha of 0.9, signifying that the gathered data are exceptionally consistent and dependable, rendering the results credible.
3. The correlation study indicates a coefficient of 0.73 between incentives and employee performance. This number signifies a robust and affirmative correlation between incentives and enhanced employee performance, indicating that more incentives generally result in superior performance.
4. The determination test yields a value of 53.29%, signifying that incentives account for 53.29% of the variance in employee performance. The company's incentives constitute more than fifty percent of the variance in employee performance.
5. The hypothesis test establishes a substantial correlation between the incentive variable (X) and employee performance (Y), rejecting H0 and accepting H1, as the tcount exceeds the ttable (4.53 > 2.101). This outcome demonstrates that incentives significantly influence the improvement of employee performance.
6. The analytical results indicate that incentives significantly enhance employee performance. Incentives enhance employee motivation to perform effectively and meet the company's established performance objectives.

5. CONCLUSION

This research establishes a substantial positive link between incentives and employee work performance. The findings indicate that incentives effectively enhance employee performance, evidenced by a correlation coefficient of 0.73 and a t-test result (tcount = 4.53) exceeding the essential t-value (ttable = 2.101). The dismissal of the null hypothesis (H0) substantiates that incentives significantly enhance employee performance. Although incentives are crucial, additional elements, such as the work environment, significantly affect employee productivity and total job success. This study emphasizes the significance of incentives in enhancing employee motivation and organizational performance.

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