

Incentives and Work Ability on Job Satisfaction through Performance

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Abstract

This type of research used in this study is associative research. The research site is located at Limited Company. Surveyor of Indonesia in Pangkep Region. The researcher used the census method as a sampling technique for as many as 57 employees. In conducting statistical testing, it uses path analysis. The results showed that 1) the incentives positively and significantly affected job satisfaction at Limited Company. Surveyor of Indonesia in Pangkep Region, 2) Workability has a positive and significant effect on job satisfaction at Limited Company. Surveyor of Indonesia in Pangkep Region, 3) Incentives have a positive and significant impact on performance at Limited Company. Surveyor of Indonesia in Pangkep Region, 4) Workability has a positive and significant effect on performance at Limited Company. Surveyor of Indonesia in Pangkep Region, 5) Job satisfaction has a positive and significant impact on performance at Limited Company. Surveyor of Indonesia in Pangkep Region, 6) Incentives positively and significantly affect performance through job satisfaction at Limited Company. Surveyor of Indonesia in Pangkep Region, 7) Workability positively and significantly affects performance through job satisfaction at Limited Company. Surveyor of Indonesia in Pangkep Region.

Keywords

Incentives, Workability, Job Satisfaction and Performance

1. Introduction

The existence of humans in the company has a very vital position. The success of a corporate company is primarily determined by the quality of the people who work in it. Rapid environmental changes require their ability to limited Companies the phenomenon of change to analyze its impact on the company and prepare steps to deal with these conditions. Listen to the reality above, the role of human resource management in the company is not just administrative but instead more directed at developing the potential of human resources to be creative and innovative.

According to (Anwar 2021), human resources are a significant factor in managing a company. This is needed so that the company can work for its company limited companionably to support the achievement of a company's goals. The organization's purpose, especially in corporate organizations, can be profitability, maximizing shareholder value, minimizing risk and being accountable to many stakeholders. Working people also want to earn money to make ends meet. For this reason, an employee starts to appreciate hard work and increasingly shows loyalty to the company. Because of that, the company rewards employees for their work performance by giving incentives. Incentive systems exist in almost every work, from manual labor to professionals, managers, and executive workers (Sandra 2021; Arfan 2021; Makmur 2021).

Jobs can provide job satisfaction for employees because work that feels fun to do, not fun, is an indicator of dissatisfaction at work. Job satisfaction increased work morale, reduced absenteeism, increased loyalty, and delimited company employees working at a company. Employees who get job satisfaction have a good level of attendance and work turnover, are passive in the union and have better job performance than other employees (Tamsah 2021, Yusriadi 2019). Furthermore, employees who do not get job satisfaction will impact the company in employee absenteeism, job turnover, inaction in completing work, early resignation, active in the union, disrelated companied physical and mental health of its employees (Umar 2019; Awaluddin 2019).

Performance phenomenon in Limited Company. The Indonesian Surveyor in Pangkep Region still needs to be improved. The workability of employees in terms of interacting to establish emotional relationships between employees in the form of communication, analyzing information both from within and from outside the organization and the ability to master equipment (technology) in terms of employee effectiveness is still not maximized as well as targets in completing work both in time and volume, early resignation, being active in a union and are negative attitudes shown by employees in their work (Tamsah 2020, Mustafa 2020; Zacharias 2021).

2. Literature Review

Incentives are part of monetary rewards included in direct compensation whose payments are based on the performance of employees of a company (Ardian 2019; Hadiwijaya 2015). These incentives are given to employees to increase morale or work enthusiasm to improve their performance and ultimately increase company or organizational income. In addition to salaries and wages, the company will also provide incentives to employees who have worked more than expectations (Jannah 2019; Lionardo 2020; Yusuf 2019). Generally, incentives are given in money, but some offer non-monetary incentives such as vacation tickets and others. Incentives are a form of reward provided by the company because employees work more than the predetermined standard.

What is meant by incentives is providing special compensation to employees outside of their basic salary to help motivate or encourage these employees to be more active at work and improve work performance continuously? The principle of providing incentives is related to employee performance that exceeds the standards set by the company (Diviani and Djastuti 2015). Employees are entitled to awards for hard work and work performance, either in money, goods or otherwise. That the definition of incentives to motivate employees in the form of material, which is given as a stimulus or a deliberate stimulant to workers to increase labor productivity (Kurniawan 2016).

Intellectual ability is the ability needed to carry out mental activities, for example, thinking, analyzing, and understanding. Good academic ability possessed by employees is expected to improve organizational intellectual. Based on the discredited companion above, it can be concluded that employees' ability in this study is all the potential possessed by employees to carry out tasks based on knowledge, attitudes, experience, and education (Sinaga 2020).

Workability (WA) can be seen as a balance between work demands and personal resources. Workability is also defined as how the person can work. Workability (WA) is a dynamic range of aspects, determination to build, and individual characteristics that have been systematically and negatively correlated with age. It is also systematically positively associated with quality of work-life, quality of life, productivity, and general well-being (Subianto 2016).

The nondelimited company of workability results from a combination of human resources in terms of physical, mental, social work demands, culture, organization, and work environment. This nondelimited company can be formulated as how good a worker is shortly or now, and how the worker can do the work given by the demands of the job, health status, mental ability and physical condition of the worker (Andini and Kasmiruddin 2017). Functional aging can be interpreted as a decrease in the ability to work. It can be chronological aging or continue, depending on the level of the body's ability to meet the workability when experiencing aging.

Performance is achieved by a person or group of people who work with specific criteria and are evaluated by certain parties. If related to the work process, it can be interpreted as a condition that shows the ability of an employee to carry out their duties in the office or place of work. Performance is a function of motivation and the ability to complete one's tasks or work duly have a certain degree of willingness and level of knowledge (Zaputri 2013).

Performance is a discredited companion of the level of achievement of the implementation of an activity in realizing the goals, objectives, mission, and vision of the organization contained in the strategic planning of an organization (Rahayu and Ruhamak). A person's performance is a combination of ability, effort, and opportunity that can be assessed from the results of his work. In the same book, it is stated that performance is a record of outcomes resulting from certain employee functions or activities carried out during a specific period (Supatmi 2013).

Performance results from the work of a person or group of people in the organization that produces positive things, and these results impact the target group (Ervina 2019; Novitasari 2019; Rumaolat 2019). Everyone in the organization is part of the related performance through the system created by the organization. Each system, such as training and rewards, is integrated to achieve sustainable organizational effectiveness. job satisfaction, researchers can conclude that job satisfaction is a positive attitude shown by employees towards their work, so employees can work happily without feeling burdened with the work and provide limited company results (Adisaksana 2015).

Job satisfaction is a condition that should be raised for workers by the organization. This is because job satisfaction will result in better performance. Employee job satisfaction appears as a manifestation of positive attitudes and feelings towards their work. Employees have a high level of job satisfaction if they have positive attitudes and feelings towards their work (Nath 2021; Suharyanto 2021 ; Hallatu 2019). In contrast, employees who are dissatisfied with their work have negative attitudes and feelings towards their work. Job satisfaction is defined as a person's feelings towards work and aspects of the job. This work can be seen through two approaches: the general approach (global strategy) and specific (based on factors). A general guideline is used if someone wants to know a person's level of satisfaction in his work, along with its effect on other variables (Manik & Syafrina, 2018; Sa'idah , 2015). In this case, the general approach sees job satisfaction as an integral part of the employee's feelings towards his job (Munandar 2014; Anggraito and Amboningtyas 2017).

3. Methods

The survey research design that analyses facts and data that support the information needed to support the discussion of research with this research approach is a quantitative approach. This research was conducted for two months, from limited company member to October 2019. This type of research used in this study is associative research. The research site is located at Limited Company. Surveyor of Indonesia in Pangkep Region. The researcher used the census method as a sampling technique for as many as 57 employees. In conducting statistical testing, it uses path analysis.

4. Results

This analysis analyses the effect of various independent variables, namely compensation and discipline, on one dependent variable, namely performance and intervening variables, namely work motivation, using Statistical Analysis with Path Analysis Model. The path analysis technique developed by Sewall Right is the development of a correlation technique that is broken down into several interpretations. Path analysis is close to multiple regression, so numerous regressions is a special form of path analysis. This technique is known as a cause-and-effect model. This naming is based on why path analysis allows researchers to test theoretical propositions regarding causal relations without manipulating variables (Table 1 and Figure 1).

Table 1. Hypothesis Test Results

Hypothesis	(Direct effect)	Sig.	(Indirect effect)	Information
Incentives (X1) to Performance (Y1) (H1)	0.459	0,000		Acclimated
Workability (X2) to Performance (Y1) (H2)	0.337	0,011		companied
Incentives (X1) to Job Satisfaction (Y2) (H3)	0,177	0,020		Acclimated
Workability (X2) to Job Satisfaction (Y2) (H4)	0,109	0,000		companied
Job Satisfaction (Y1) to Job Satisfaction (Y2) (H5)	0,400	0,000		Acclimated
Incentives (X1) to Job Satisfaction (Y2) through Performance (Y1) (H6)			0.183	Acclimated companied

Workability (X2) to Job Satisfaction (Y2) through Performance (Y1) (H7)			0.135	Acclimated companied
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Data Source: Primary Data Processed, 2019

Then can be described the model as follows in Figure 1:

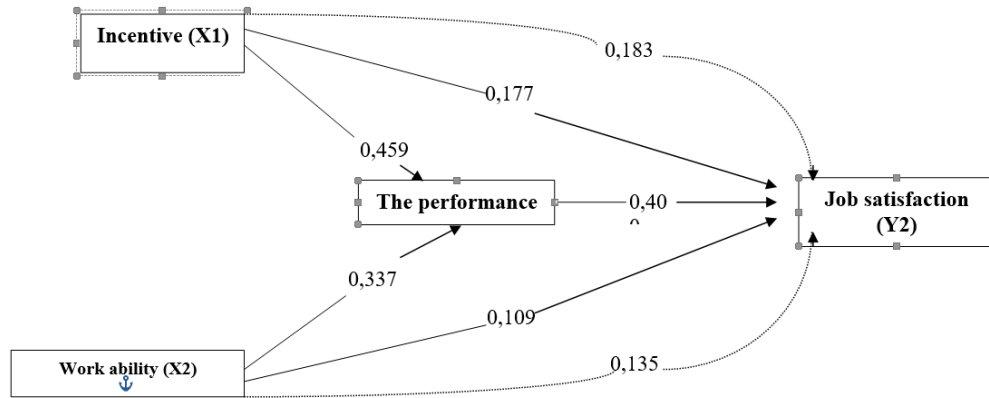


Figure 1. Path analysis model

5. Discussion

5.1 Effect of Incentives on Performance

The results of hypothesis testing show that the incentives have a positive and significant effect on the performance of surveyor employees. This can be seen from the calculated t value for the Incentives variable towards job satisfaction obtained by 3,718 with a significance price of 2,006. 0.05 because the value of t arithmetic 3.718 is greater than the value of t table 2.006 on the performance of employees at Limited Company. Surveyor of Indonesia in the Pangkep Region shows that if incentives are worthy, then performance will increase, and vice versa if incentives are not excellent of stimuli, then performance will also be low.

5.2 Effect of Work Ability on Performance

Testing the hypothesis shows that workability has a positive and significant effect on the performance of surveyor employees. It can be seen from the calculated t value for the variable workability to work satisfaction obtained by 2.733 with a significance price of 2.006, indicating that the value of t obtained is significant because the significance price received less than 0.05. After all, the value of t arithmetic 3.718 is greater than the value of t table 2.006 on the performance of employees at Limited Company. Surveyor of Indonesia in the Pangkep Region shows that if the ability to work is high, the commission will increase, and vice versa. If the ability to work is low, then the performance will also be low.

5.3 Effect of Incentives on Job Satisfaction

The results of hypothesis testing show that the incentives have a positive and significant effect on the job satisfaction of surveyor employees. It can be seen from the t-value for the Incentive variable to Job satisfaction obtained by 2.168 with a significance price of 2.006, indicating that the value of t obtained is significant because the significance price received is less than 0.05 because the value of t count 2.168 is greater than the value of t table 2.006 on the performance of employees at Limited Company. Surveyor of Indonesia in the Pangkep Region shows that if incentives are worthy, then job satisfaction will increase, and vice versa if incentives are not excellent of incentives then job satisfaction will also be low.

5.4 Effect of Work Ability on Job Satisfaction

The results of hypothesis testing show that workability has a positive and significant effect on the performance of surveyor employees. It can be seen from the calculated t value for the variable workability to work satisfaction obtained by 2.170 with a significance price of 2.006, indicating that the value of t obtained is significant because the significance price received less than 0.05. After all, the value of t count 2.170 is greater than the value of t table 2.006

on the performance of employees at Limited Company. Surveyor of Indonesia in the Pangkep Region shows that if the ability to work is high, the commission will increase, and vice versa. If the ability to work is low, then the performance will also be low.

5.5 Effect of Performance on Job Satisfaction

The results of hypothesis testing show that workability has a positive and significant effect on the performance of surveyor employees. It can be seen from the calculated t value for the variable workability to work satisfaction obtained by 2.685 with a significance price of 2.006, indicating that the value of t obtained is significant because the significance price received less than 0.05. After all, the value of t count 2.685 is greater than the value of t table 2.006 on the performance of employees at Limited Company. Surveyor of Indonesia in the Pangkep Region shows that if the ability to work is high, the performance will increase, and vice versa, if the ability to work is low, then the performance will also be low.

5.6 Effect of Incentives on Job Satisfaction Through Performance

From testing the hypothesis of the effect of incentives on job satisfaction through performance, this can be seen from the direct impact of 0.177 while the indirect effect of 0.183. This shows that the impact of incentives on job satisfaction through performance is positive and significant. This indicates that if employees receive proper incentives, the performance will also increase, so job satisfaction of employees of Limited Company. Surveyors for the Pangkep Region in Indonesia will increase.

5.7 Effect of Work Ability on Job Satisfaction Through Performance

From the results of testing the hypothesis of the effect of workability on job satisfaction through performance, this can be seen from the direct impact of 0.109 while the indirect effect of 0.135. This shows that the effect of workability on job satisfaction through performance is positive and significant. This indicates that the higher the workability of employees, the performance will also increase the job satisfaction of employees of Limited Company. Surveyors for the Pangkep Region in Indonesia will increase.

6. Conclusions

Incentives have a positive and significant effect on employee performance at Limited Company. Surveyor of Indonesia in Pangkep Region; Workability has a positive and significant effect on employee performance at Limited Company. Surveyor of Indonesia in Pangkep Region; Incentives have a positive and significant effect on employee performance at Limited Company. Surveyor of Indonesia in Pangkep Region; Workability has a positive and significant effect on employee job satisfaction at Limited Company. Surveyor of Indonesia in Pangkep Region; Performance has a positive and significant effect on employee job satisfaction at Limited Company. Surveyor of Indonesia in Pangkep Region; Incentives have a positive and significant effect on job satisfaction through employee performance at Limited Company. Surveyor of Indonesia in Pangkep Region; Workability has a positive and significant effect on job satisfaction through employee performance at Limited Company. Surveyor of Indonesia in Pangkep Region.

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