The Effect of Reward Productivity Bonus and Motivation on Employee Performance in Every Semester Fiscal Year in Electronic Companies

Candra Purowenang[1], Yulianto[2], Zulfa Fitri Ikatrinasari[3]

[1,2,3]*Mercu Buana University, Jakarta, Indonesia*

Abstract: In the wage system, in addition to the basic salary component there are other benefits components received by employees of electronic companies. One component is a reward known as the Productivity Bonus. The Productivity Bonus component is assessed every semester (six months) by the company. Assessment to determine the amount of Productivity Bonus is based on the performance achieved by each employee. In determining the Productivity Bonus, it is necessary to assess the performance of the Key Performance Index (KPI) and strong motivation to increase the value of the KPI. The purpose of this study was to analyze the effect of bonus productivity and motivation on employee performance. This research is quantitative research. The population in this study were 30 employees in one of the electronic companies taken. Sampling uses a saturated sampling technique. Regression analysis used in the study is linear regression analysis. The results of the regression analysis found that there was a significant value of the total effect of productivity bonuses and motivations of 0.011. Significant productivity bonuses are 0.013 and motivation is 0.010. The value of the test results shows that Productivity bonuses and motivations greatly affect employee performance, with productivity bonuses that have a greater influence than employee motivation on employee performance.

Keywords: Employee Performance, Motivation, Productivity Bonus

1. Introduction

Productivity Bonus Rewards is one component of benefits received by employees in one of the electronic companies based on employee performance which is assessed based on the Key Performance Index (KPI) criteria. So that in determining the Bonus Productivity Reward, a KPI assessment is needed and at the same time see the motivation to achieve a good KPI. Key Performance Index (KPI) criteria assessment is a Human Resources system and structurally measures, evaluates, and influences traits related to work, behavior, and results of each employee. In the Key Performance Index (KPI) there is a component of absence. The main goal is to find out how productive the employee is and whether he can have the same or more effective performance in the future, so that employees benefit from this Reward Productivity Bonus, and achieving set goals is one measure of individual work. With the right assessment of the Key Performance Index (KPI), the

Productivity Bonus Reward can be determined well. Performance evaluation with the Key Performance Index (KPI) is a good tool to determine whether employees have provided optimal work results and have carried out performance activities in accordance with work standards set by an organization or there are still shortcomings that must be developed. So that with a good evaluation of the Key Performance Index (KPI), the Productivity Bonus Reward can be determined precisely according to the employee's contribution to the success of the organization. Based on the background of the above problems, this study was entitled "The Effect of Reward Productivity Bonus and Motivation on Employee Performance in Every Semester Fiscal Year in Electronic Companies" The purpose of this study is to analyze the influence of Employee Productivity Bonus and Motivation on employee performance in each Fiscal Semester in electronic companies.

- For the Company, knowing the effect of Reward Productivity Bonus and employee motivation can improve individual performance of employees so that the company's goals to continuously improve company performance can be achieved well.
- Add knowledge, experience, and insight in the field of human resource performance that has been obtained in the lecture bench and the practice of case studies in the field in this case the implementation in the company.
- With the reward productivity bonus and motivation of employees, it is expected that every employee has a good performance so that he can get the maximum Productivity Bonus Reward based on the ability of each individual and team, whether it's a small team or an entire division.

2. Literature review

A. Performance management

Management is something that is very much needed in the company, because in the management process there are steps or stages in achieving company goals that have been set so that they can achieve these goals effectively and efficiently. In the management process that needs attention is about performance.

International Journal of Research in Engineering, Science and Management
Volume-1, Issue-12, December-2018
www.ijresm.com | ISSN (Online): 2581-5792

604

Performance is the result of work and also an assessment of the work of someone involved in the workforce of an agency. Therefore, performance also requires management, so that the results obtained or the performance of workers or employees can achieve the results intended by the company. Managing performance is not an easy thing. Formulating a complex performance plan will only result in employees returning to their work routines. Too focused on how to reach opportunities makes the company do not know the long-term goals to be achieved. For companies that already have a strategic plan, companies have difficulty formulating performance targets at various levels of the organization, work units up to the individual level. There are still HR professionals who consider activities to set performance targets, control and evaluate performance as a superior and subordinate activity or mere administrative burden. Even though performance targets are useful for directing organizational efforts and resources so that satisfactory performance is obtained. Individual performance management systems become effective management tools not only direct performance, but also control employee behavior to implement strategies to achieve company goals. Implementing performance management will benefit organizations, teams and individuals. Performance management supports the overall goals of the organization by linking the work of each worker and manager to the entire work unit. Aguinis (2013), Performance Management is an ongoing process of identifying, measuring and developing organizational performance where the performance and goals of each individual and team are linked to the organization's strategic goals and mission. There are many benefits that can be gained by implementing performance management. Contributing in many ways. Things that fit the topic of this research are as follows:

B. Increased work motivation

Feedback about one's performance will increase performance motivation in the future. Knowledge of how someone works and succeeds will provide energy for someone to achieve in the future.

C. Increased self-esteem

Receiving feedback about performance achievement is a basic need in rewarding and evaluating work. This will increase the self-esteem of employees because they are given input to develop as a form of attention to themselves.

D. Compensation theory

Compensation is the overall reward received by employees as an appreciation for contributions that have been given to the company, both financial and non-financial (Suparyadi, 2015). In one of the term electronic companies to reward the performance and contributions made by the company known as the Productivity Bonus Reward.

E. Reward productivity bonus

Productivity Bonus Reward is a system of giving rewards to employees for performance appraisal every semester that is applied in one of the electronic companies based on the established Key Performance Index (KPI) criteria. This performance appraisal system with KPI appears as an improvement from the assessment system that was applied previously which in value still has a high level of subjectivity in the assessment of employees. In addition to emphasizing individual performance, the Reward Productivity Bonus system also emphasizes teamwork both on a small scale for performance improvement projects and team performance in terms of total business results.

F. Motivation theory

Motivation is an impulse caused by a need that moves and directs individual behavior in order to achieve certain goals or incentives. According to Suparyadi (2015) motivation includes three elements in the context of interacting and dependent systems, including:

- Needs
- Encouragement or motive
- Incentives

In this study will be tested whether the existence of a Productivity Bonus Reward will increase employee motivation in improving performance or performance appraisal in the Key Performance Index (KPI).

G. Conceptual model & hypothesis

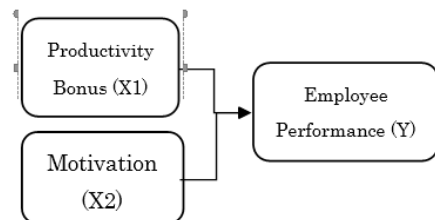In simple terms the conceptual framework can be described as follows:

Fig. 1. Conceptual Framework.

The hypothesis is a provisional nature of the formulation of the research problem. Therefore the formulation of research problems is usually arranged in the form of sentence questions (Sugiyono, 2006: 306).

H. Previous research study

The results of research conducted by Nugroho, Adityo Agung (2013) in his research The Effect of Performance Evaluation and Evaluation on the determination of employee remuneration grades shows that performance appraisal has the greatest influence compared to the performance evaluation variable on determining employee remuneration grade. The results of logistic binary regression analysis show that performance appraisal has a positive and significant influence on determining remuneration grade. This is indicated by the magnitude of the B value of the performance assessment variable of 0.427 with a significant level of 0.008 <0.05. The

International Journal of Research in Engineering, Science and Management
Volume-1, Issue-12, December-2018
www.ijresm.com | ISSN (Online): 2581-5792

605

results of logistic binary regression analysis show that performance evaluation has a positive and significant influence on determining remuneration grade. This is indicated by the magnitude of the B value of the performance evaluation variable of 0.232 with a significant level of 0.010 <0.05. b. The expected B or Exp (B) test results are 1.533, the largest compared to the performance evaluation variable.

The results of research conducted by Jesslyn Halim, Fransisca Andreani (2017) in her research Analysis of the effect of motivation and compensation on employee performance at Brodway Barbershop PT Bersama Lima Putera shows that motivation has a positive and significant effect on the performance of employees of Broadway Barbershop PT Bersama Lima Putera. Employee attendance can be increased by providing the right motivation. Compensation has a positive and significant influence on the performance of employees of Broadway Barbershop PT Bersama Lima Putra. In this study the level of employee attendance can be increased by providing appropriate compensation. Motivation has a positive and significant influence that is more dominant than compensation for the performance of employees of the Broadway Barbershop PT Bersama Lima Putra.

3. Research method

This type of research is research quantitative. The research was conducted in one of the electronics companies in the Production Division of the QC and Design sections. The population in this study were employees with a population of 30 people. Based on the opinion of Arikunto (2006: 112) which says "if the number of subjects is less than 100, it is better to take all, but if the subjects in the population are large in number the samples can be taken between 10-30% of the total population". Sampling in this study was conducted using a saturated sampling technique. Data collection techniques using a questionnaire with the preparation of the scale of measurement using the Likerts Summated Ratings method (LSR) with an alternative choice of 1 to 5 answers to the independent variable questionnaire, with the following conditions: weight score 1 for strongly disagree answers (STS), weighting scores 2 for answers that don't agree (TS), weights score 3 for neutral answers (N), weights score 4 for agreed answers (S), weights score 5 for answers strongly agree (SS). Determination of Employee Performance scores used questionnaires with alternative answers Yes and No, with a score of 1 (one) for answers Yes, and score 0 (Zero) for answers No. This test is done using SPSS version 25. Operational variables will direct researchers to meet the research elements that tell how to measure a variable. Operational variables in this study are:

A. Productivity bonus (X1)

Productivity Bonus is a reward or award given by a company to employees of a company that has a good performance, which is valued every one semester. Productivity Bonus will be rewarded by employees according to the level of achievement of each employee's performance value.

B. Motivation (X2)

Motivation is the strong desire of employees of electronic companies who voluntarily improve to achieve the best performance desired by the company.

C. Employee performance (Y)

Performance is something the work accomplished by an electronic company employee in completing the work assigned to him. In this study, the analysis to distinguish between high-performance employees and those who get low is done by using the following equation:

P Performance = $\beta_0 + \beta_1 X_1 + \beta_2 X_2 + C$

Where performance is dummy (where value 1 is high performance, while value 0 is low performance), X1, X2, respectively are Productivity Bonuses (X1), Motivation (X2), and error factors.

4. Result

The results of the test data using the analysis of the linear regression model with the dependent variable determining performance obtained the following equation:

Performance = 0.906 + 0.484 X1 + 0.042 X2

The above equation can be interpreted as a Productivity variable and a bonus motivation has a positive and significant effect on performance. From the results of the SPSS study, the total significant value was 0.011 <0.050. This means that X1 productivity bonus variables and X2 motivation variables greatly influence employee performance. The significant value of the productivity bonus (X1) variable is 0.013 which means <0.050. This proves that bonus productivity has an influence significant to performance employee. The effect of bonus productivity on performance proves that the better the productivity bonus will improve employee performance, whereas the lower the productivity bonus, the lower the employee's performance. Productivity bonus is an organizational strategy in an effort to change employees to get better, with productivity bonuses that can encourage the realization of good organizational goals. The significant value of the motivation variable (X2) is 0.010 which means <0.050. This proves that motivation has a significant influence on employee performance. Existence the influence of motivation, on performance proves that the better the motivation will improve employee performance, conversely the lower the motivation, the lower the employee's performance. Motivation is also an organizational strategy in an effort to change employees to be better, with motivation can encourage the realization of good organizational goals. The following are the results of linear regression:

International Journal of Research in Engineering, Science and Management
Volume-1, Issue-12, December-2018
www.ijresm.com | ISSN (Online): 2581-5792

606

Table 1
Test value regression coefficient t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	.032	.268		.119	.906					
	Motivasi	.174	.079	.523	2.202	.042	.630	.471	.409	.610	1.639
	Bonus	.059	.082	.170	.716	.484	.497	.171	.133	.610	1.639

a. Dependent Variable: Kinerja

Regression equation = 0.906 + 0.484 X1 + 0.042 X2. The variables X1 and X2 are positive

Table 2
Significant Value of F test regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.644^a	.414	.345	.24907	.414	6.008	2	17	.011

a. Predictors: (Constant), Bonus, Motivasi

The total significance value of F is 0.011. Significant value of 0.011 <0.050.

Table 3
Significant value of each variable

Correlations

		Kinerja	Motivasi	Bonus
Pearson Correlation	Kinerja	1.000	.630	.497
	Motivasi	.630	1.000	.625
	Bonus	.497	.625	1.000
Sig. (1-tailed)	Kinerja	.	.001	.013
	Motivasi	.001	.	.002
	Bonus	.013	.002	.
N	Kinerja	20	20	20
	Motivasi	20	20	20
	Bonus	20	20	20

5. Conclusion

- The results of multiple linear regression analysis obtained positive values from the t test. This shows that the variable productivity bonus (X1) and motivation variable (X2) both have a significant effect on the performance of employees in electronic companies.
- The results of multiple linear regression analysis showed that productivity bonuses have a positive and significant effect on employee performance. This is indicated by the significant value of 0.013 <0.050.
- The results of linear regression analysis found that motivation has a positive and significant influence on employee performance. This is indicated by the significant value of 0.010 <0.05.
- In general, the productivity bonus variable has the greatest influence compared to the motivation variable on employee performance. This is indicated by the significant value of the productivity bonus variable of 0.013 greater than the motivation variable of 0.010.
- By considering the results of this study, it is expected to make every employee in every part or division have high motivation in each individual to achieve the highest performance so that it will directly affect the company's total performance so that what becomes the company's vision and goals will be fulfilled

A. Suggestion

- That productivity bonuses have a greater influence on employee performance when compared to motivation, therefore it is expected that in carrying out the key performance index (KPI) assessment in this case to determine productivity bonuses, it is really done well and objectively so that it is expected to provide greater impact on employee performance.
- The points of key performance index (KPI) assessment need to be explained and well socialized to all employees, so that every employee has the motivation to improve their individual abilities so that bonus productivity will also be better.

References

[1] Aguinis, Herman. 2013. Performance Management. Third Edition, Pearson Education, Inc. Publish As Prentice hall
[2] Jessylin Halim et al. 2017. Analisa pengaruh motivasi dan kompensasi terhadap kinerja karyawan di Brodway Barbershop PT Bersama Lima Putera, Jurnal petra.ac.id, Vol. 15, No. 1, 2017.
[3] Mutia Arda, Pengaruh kepuasan kerja dan disiplin kerja terhadap kinerja karyawan pada Bank Rakyat Indonesia Cabang Putri Hijau Medan, Jurnal Ilmiah Manajemen & Bisnis, Vol. 18 No 1, 2017, 45-60.
[4] Nugroho, Adityo A. 2013. Pengaruh Penilaian dan Evaluasi Kinerja Terhadap Penentuan Grade Remunerasi Pegawai, Jurnal ums.ac.id, 2013.
[5] Sugiyono,. Metode Penelitian Bisnis,Alfabeta, Bandung. 2006.
[6] Sulistiyani, Amar T dan Rosidah, Manajemen Sumber daya Manusia,Graha Ilmu, Yogyakarta. 2003.
[7] Sunyoto, Danang, 2012. Teori, Kuesioner, dan Analisis Data Sumber Daya Manusia, Edisi Revisi, Cetakan Kesepuluh,Center For Academic Publishing Service, Yogyakarta.
[8] Sutrisno, Edy, 2011. Manajemen Sumber Daya Manusia,Kencana, Jakarta.
[9] Tika, Pabundu Budaya Organisasi dan, 2006. Peningkatan Kinerja Perusahaan, PT Bumi Aksara, Jakarta.
[10] Waridin dan Masrukhin. "Pengaruh Motivasi 2006, Kerja, Kepuasan Kerja, Budaya Organisasi dan Kepemimpinan terhadap Kinerja Pegawai", Jurnal Ekonomi & Bisnis, Vol. 7, No.2, 2007.