

ABSTRACT

This research is meant to find out the influence of motivation, incentive and job training to the performance of the employees of PT Jaya Brix Indonesia. The population of this research is all employees and leaders on PT Jaya Brix Indonesia and 97 people have been selected as samples.

The sample collection technique has been conducted by using census method, since the population is 97 people and less than 100, therefore the population of this research also acts as sample. The data analysis technique has been carried out by using multiple linear regressions method.

Based on the result of the F test it has been found that the regression models are feasible to be used to measure the influence of motivation, incentive, and job training to the performance of the employees because its significant value is less than 0.05 i.e. 0.000. The multiple coefficient value is 47,1%, which shows that motivation, incentive, and job training can influence the performance of employees which is 47,1%, meanwhile the remaining is 52,9% which is influenced by other factor outside of the research. Based on the result of the t test it has been found that motivation, incentive, and job training have positive and significant influence to the performance of the employees because these three independent variables have significance value which is less than 0.05. Based on the value of partial coefficient determination, the job training becomes the dominant variable to the performance of the employees.

Keywords: Motivation, incentive, job training, and the performance of the employees.

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, insentif dan pelatihan kerja terhadap kinerja karyawan pada perusahaan PT Jaya Brix Indonesia. Populasi yang digunakan dalam penelitian ini yaitu seluruh karyawan dan pimpinan di perusahaan PT. Jaya Brix Indonesia sejumlah 97 orang.

Teknik pengambilan sampel menggunakan metode sensus, karena jumlah populasi sebanyak 97 orang dan kurang dari 100, maka populasi dalam penelitian ini bertindak pula sebagai sampel. Teknik analisa data yang digunakan dalam penelitian ini adalah dengan metode regresi linier berganda.

Berdasarkan uji F diketahui bahwa model regresi layak digunakan untuk mengukur pengaruh motivasi, insentif, dan pelatihan kerja terhadap kinerja karyawan karena nilai signifikansi lebih kecil dari 0,05 yaitu 0,000. Nilai koefisien determinasi berganda sebesar 47,1%, hal ini menunjukkan bahwa motivasi, insentif, dan pelatihan kerja mampu mempengaruhi kinerja karyawan sebesar 47,1%, sedangkan sisanya sebesar 52,9% dipengaruhi faktor lain di luar penelitian. Berdasarkan uji t diketahui bahwa motivasi, insentif, dan pelatihan kerja berpengaruh signifikan dan positif terhadap kinerja karyawan, karena ketiga variabel bebas mempunyai nilai signifikansi yang lebih kecil dari 0,05. Berdasarkan nilai koefisien determinasi parsial variabel pelatihan kerja menjadi variabel yang berpengaruh dominan terhadap kinerja karyawan.

Kata Kunci : Motivasi, Insentif, Pelatihan Kerja, dan Kinerja Karyawan