

# The Influence of Incentives on Employee Achievement at PT. NCS Line World Wide

*Incentives,  
Motivation and  
Achievement*

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## ABSTRACT

Providing incentives is very important to pay attention to, because this is related to the work results of employees in carrying out their work. The purpose of this research is to determine the incentives given to employees, employee work performance at PT. Ncs Line World Wide in question, as well as the magnitude of the influence of incentives on increasing the work performance of PT employees. Ncs Line World Wide. The hypothesis of this research is that incentives have a significant effect on employee work performance at PT Ncs Line World Wide . The population is employees of PT. Ncs Line World Wide Jakarta numbered 157 people while the sample numbered 61 people. Samples were taken using the Slovin method, while the data analysis method used was the interview and questionnaire method with the results of a simple linear regression equation test with the help of SPSS program tools. Based on the research results, it shows that the incentive variable influences the work performance of PT employees. Ncs Line World Wide based on a calculated value (R) of 0.716 and a coefficient of determination (R<sup>2</sup>) of 0.569, this shows that incentives have an influence of 56.90% on employee work performance at PT. Ncs Line World Wide.

**Keywords:** Incentives, Work Achievement

## INTRODUCTION

In order to face the current era of globalization and in the current condition of society, there are often several problems that cause many businesses to fail, perhaps due to failure to adapt to technological advances or due to poor performance of company personnel, although it must be acknowledged that humans are an important factor that determines the success of a business. company. Therefore, the success of a business or organization is largely determined by the use of human resources, especially those who provide energy, creative talent and enthusiasm for the business and have an important role in the company's operations.

A company cannot be separated from human labor, even if the company's operations have large capital and modern technology, because no matter how sophisticated the existing technology is, without the support of human resources, the company will not be able to achieve its goals. Therefore, human resources play a very important role in providing guidance and advice to company management in general and human resource management in particular.

To be able to follow all existing developments and achieve company goals, there must be motivation for employees to be able to work well, and one of these motivations is the realization of employee desires, including: high salary, job security, a pleasant work atmosphere, appreciation for work. that has been carried out, fair and wise leadership, good direction and command, an organization or workplace that is respected by society or strive for incentives that are commensurate in size and also progressive in nature, namely in accordance with the work level, because incentives stimulate performance, employee work must always be at the highest (optimal) level according to their respective abilities. With decreasing productivity and employee morale, incentives need to be increased to support employee work performance in increasing production results. As is

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the case with PT. NCS Line World Wide with incentives is expected to improve employee work performance, reduce absenteeism and workforce turnover, so that this can encourage employees to work more actively and enthusiastically. and full of responsibility for his work.

The company has provided several incentives such as commission, overtime, bonuses. However, the problems faced in increasing unstable income are still experiencing ups and downs, so the author is interested in taking the research title "The Influence of Incentives and Achievement on Employee Performance at PT.NCS Line Word Wide"

Based on the background stated above, the problems in this research can be identified as following: (1) What is the Influence of Incentives on Employee Work at PT. Ncs Line World Wide? (2) How does achievement affect employee work at PT. Ncs Line World wide? (3) What is the Influence of Incentives and Employee Work Performance at PT. Ncs Line World Wide?

Incentives are a means of motivating and encouraging employees to work at optimal capacity, thereby creating additional income beyond the predetermined salary. The incentives are intended to meet the needs of employees and their families. The term incentive system is often used to describe salary payment plans that are directly or indirectly linked to various employee performance standards or organizational profitability. Compensation and incentives have a very close relationship, where incentives are one component of compensation and both have a very important role in achieving overall organizational goals. Incentives can be built in the form of adequate compensation for employees whose performance exceeds predetermined standards. Incentives are a motivation for employees to work better so that their work performance can increase.

According to S. Pangabean (2002: 77), put forward that: "Incentive is rewards direct Which paid to employees because their achievements exceed the specified standards". With assumes that money can encourage employees to work more enterprising Again, so they Which productive more like his salary paid based on work result".

According to Mangkunegara (2002:89) that: "incentive is something award in form Money Which given by party lead the organization to employees/employees so that they work with high motivation and achievement in achieving goals objective organization" Meanwhile according to Dessler (2003:334) that : "incentives are income outside wages principal Which in give to employee/employee Which succeed reach standard performance Which determined". In every organization, specifically leader must always trying to be able to provide income for employees/employees in form payment reply service including in inside additional payments in the form of designated incentives for they Which has give performance in on provision (standard). With thereby, so be clear that success motivating with he gave incentive very determined by accuracy and expertise of the leadership as determiner and implementer policy so that need held And formulated with ripe before incentive program This is implemented as a tool to motivate employees to work harder and to improve work performance Which maximum,

## **METHOD**

The research method in this study used the case explanation method PT. NCS line World wide, with this method the influence of the independent variables is explained namely incentives and the dependent variable work performance, the type of data used is quantitative data where the data is internal secondary data form numbers.

The population in this study is the total number of PT employees. Ncs Line World Wide , totaling 61 people. The population and research sample used were 30 employees from PT, Ncs Line World. Meanwhile, those who will be used as samples in this research are selected randomly from the population so that this research is valid, namely by using proportional random sampling techniques. The samples to be taken are based on the Slovin method (Umar 2003:146). So the sample that will be used in this research is 61 people. For data analysis purposes, researchers need a number of supporting data originating from inside and outside the company. Therefore, researchers used two types

of data collection methods, namely by conducting direct interviews with personnel related to the research object, in addition to using questionnaires where the respondents were employees. and the management of PT Ncs Line Word

## FINDING AND DISCUSSION

### Respondent Characteristics

Based on the results of research conducted by researchers to 95 respondents through distributing questionnaires to employees remains the Individual Customer Business Development (ICB) division of PT Bank Central Asia Tbk head office, so several figures can be drawn about employee composition based on age, gender, last education, length of work and status.

Table 1 Characteristics of Respondents Based on Age

Age	Frequency	Percentage
≤ 25 years	2	2.1
26 - 35 years old	28	29.5
36 - 45 years old	46	48.4
≥ 46 years old	19	20.0
Amount	95	100.00

Source: Primary data processed, 20 21

Data in Table 1 shows that 2 employees aged less than 25 years (2.1%), 28 employees aged 26 - 35 years (29.5%), 46 employees aged 36 - 45 years (48, 4%) and employees who were over 46 years old were 19 people (20.0%). According to data in above it can be concluded that the employees of the Individual Customer Business Development (ICB) division of PT Ncs Line Word Wide head office , most of them are aged 36 – 45 years with a total of 46 people ( 48.4%).

2. Description of Respondents Based on Gender Data on respondents' characteristics based on gender can be seen in Table 2 below:

Table 2 Characteristics of Respondents Based on Gender

Gender	Frequency	Percentage
Man	28	29.5
Woman	68	70.5
Amount	95	100

Source: Primary data processed, 20 21

The data in Table 2 shows that there are 28 male employees (29.5%) and employees with 67 people (70.5%) were female. Based on the data above, it can be concluded that the employees of the Individual Customer Business Development (ICB) division of the PT Ncs line Word Wide head office are dominated by female employees.

Respondent characteristics data based on latest education can be seen in Table 3 below:

Table 3 Characteristics of Respondents Based on Recent Education r

Education	Frequency	Percentage
high school/high school	3	3.2
D.3	5	5.3
S.1	78	82.1
S.2	9	9.5
Amount	95	100.00

Source: Primary data processed, 20 21

The data in Table 3 shows that 3 employees (3.2%) have a high school education 5 people (5.3%) had D3 education, employees Which as many as S1 educated 78 people (82.1%) and employees Which 9 people (9.5%) had master's degrees. Based on the data above, it can be concluded that the majority of respondents had a bachelor's degree with a total of 78 people (82.1%)

Characteristic data respondents based on length of work can be seen in Table 4 below.

The data in Table 4 shows that there are 15 employees (15.8%) who have worked for 1 – 5 years. employee There were 10 people (10.5%) who had worked for 6 – 10 years, 70

people (73.7%) had worked for more than 11 years. Based on data Above, it can be concluded that the majority of respondents have worked more than 11 years yes 70 people (73.7%)

Table 4 Characteristics of Respondents Based on Length of Work

Length of work	frequency	Percentage
15 years	15	15.8
6 – 10 Years	10	10.5
>11 Years	70	73.7
amount	95	100.00

Source: Primary data processed, 20 21

Table 5 Characteristics of Respondents Based on Status

Marital status	Frequency	Percentage
Marry	75	78.9
Not married yet	20	21.1
Amount	95	100.00

Source: Primary data processed, 20 21

The data in Table 5 shows that 75 employees with married status people (78.9%), and 20 unmarried employees (21.1%). Based on the data above, it can be concluded that the respondents were dominated by 75 employees (78.9%).

Descriptive analysis in this research was used to describe research respondents and distribution of items for each variable. The collected data is tabulated in a table and then answered descriptively. The descriptive size is giving numbers, fine in the amount of respondents and in numbers percentage. Following The percentage distribution for each research item is as shown in the table below

#### Frequency Distribution of Employee Incentive Variables (X)

There are eight (8) questions regarding the employee incentive variable (X) asked to respondents. From these questions, answers were obtained as in Table 6 below:

Table 6 Frequency Distribution of Employee Incentive Variables (X)

Items	SS		S		RR		T.S		STS		Mean Items
	F	%	F	&	F	&	F	%	F	%	
X.1.1	30	31.58	46	48.42	17	17.89	2	2.11	0	0.00	4.09
X.1.2	40	42.11	51	53.68	3	3.16	1	1.05	0	0.00	4.37
X.1.3	45	47.37	46	48.42	3	3.16	1	1.05	0	0.00	4.42
Mean Indikator Piece Work											4.29
X.2.	3	31.5	52	54.7	10	10.5	3	3.16	0	0.0	4.15
1	0	8	54	4	6	3	1	1.05	1	0	
	3	34.7	45	56.8	14	6.32	4	4.21	0	1.0	4.23
X2.2	3	4		4		14.7				5	
	2	33.6		47.3		4				0.0	4.11
X2.3	2	8		7						0	
Mean Indikator Bonus											4.16
X.3.1	2	25.2	5	57.8	14	14.74	2	2.1	0	0.00	4.06
	4	6	5	9	6	6.32	2	1	0	0.00	4.25
X.3.2	3	35.7	5	55.7				2.1			
	4	9	3	9				1			
Mean Commission Indicator											4.15
Grand Mean											4.21

Source: Processed Data 20 21

In Table 6 it can be seen that out of 95 respondents, 30 answers or 31.58% said strongly agree about the size the incentives received were in line with expectations, that said 46 respondents or 48.42% agreed, 17 respondents or 17.89% said they were doubtful No agreed as many as 2 respondents or 2.11%, and those say 0 respondents or 0% strongly

disagreed. For part second namely the specified incentives company can increase enthusiasm at work. It can be seen that respondents said strongly agree as many as 40 respondents or 42.11%, who agreed as many as 51 respondents or 53.68%, who say There were 3 respondents or 3.16% who said they were unsure 1 respondent or 1.05% disagreed, and those who said very don't agree as many as 0 respondents or 0%. For item third, namely the incentive system is sufficient adequate, fair and equitable, it can be seen that the respondents said strongly agree as many as 45 respondents or 47.37%, who said 46 respondents or 48.42% agreed that said 3 respondents were unsure or 3.16%, that says 1 respondent or 1.05% disagreed, and those who said strongly disagree 0 respondents or 0%. For the fourth item, namely Giving bonus to Employees whose work productivity reaches expectations can be known that the respondent said totally agree as much 30 respondents or 31.58%, which say 52 respondents or 54.74% agreed, which says There were 10 respondents or 10.53% who said they were unsure No 3 respondents or 3.16% agreed, and those who said 0 respondents or 0% strongly disagreed.

For the fifth item, namely that the incentives received are in accordance with work performance so far, it can be seen that the respondent say 33 respondents or 34.74% strongly agreed that said 54 respondents or 56.84% agreed that said There were 6 respondents or 6.32% who said they were unsure 1 respondent or 1.05% disagreed, and those who said 1 respondent or 1.05% strongly disagreed. The sixth item is incentives Which obtained supports to work more diligently, actively and independently, it can be seen that respondents said 32 respondents or 33.68% strongly agreed, 45 respondents or 47.37% agreed say There were 14 respondents or 14.74% who said they were unsure 4 respondents or 4.21% disagreed, and those who said 0 respondents or 0% strongly disagreed. For the seventh item, namely the implementation of the incentive system notice employee needs can be known that respondents who say totally agree as much 24 respondents or 25.26%, that is 55 respondents said they agreed or 57.89%, 14 respondents said they were doubtful or 14.74%, 2 respondents said they disagreed or 2.11%, and 0 respondents or 0% said they strongly disagreed. .

For the eighth item, namely Satisfaction with the provision of incentives, it can be seen that respondents are state 34 respondents or 35.79% strongly agreed state 53 respondents agreed or 55.79%, 6 respondents expressed doubts or 6.32%, 2 respondents said they disagreed or 2.11%, and 0 respondents or 0% strongly disagreed.

Table 7 Frequency Distribution of variables regarding employee work performance (Y)

Items	SS		S		RR		T.S		STS		Mean Item
	F	%	F	%	F	%	F	%	F	%	
Y.1.1	23	24.21	52	54.74	18	18.95	2	2.11	0	0.00	4.01
Y.1.2	27	28.42	59	62.11	7	7.37	2	2.11	0	0.00	4.17
Mean Quantity Indicator											4.09
Y.2.1	32	33.68	55	57.89	8	8.42	0	0.00	0	0.00	4.25
Y.2.2	24	25.26	62	65.26	8	8.42	1	1.05	0	0.00	4.15
Mean Quality Indicator											4.2
Y.3.1	20	21.05	65	68.42	9	9.47	1	1.05	0	0.00	4.09
Y.3.1	28	29.47	57	60.00	9	9.47	1	1.05	0	0.00	4.18
Mean Timeliness Indicator											4.13
Grand Mean											4.14

Source: Primary data processed, 20 21

In Table 8 it can be seen that of the 95 respondents, there were 23 respondents or 24.21% who stated strongly agree about the suitability of completing the amount of work with company standards, which 52 respondents or 54.74% agreed, 18 respondents or 18.95% said they were doubtful don't agree as many as 2 respondents or 2.11%, and those who stated strongly disagree as many as 0 respondents or 0%. For the second item, namely Completion of the amount of work above the company standard, it can be seen that respondents who stated very much 27 respondents agreed or 28.42%, 59 respondents or

62.11% said they agreed, 7 respondents or 7.37% said they were doubtful, 2 respondents said they disagreed respondents or 2.11%, and those who stated they strongly disagreed as much as 0 respondents or 0%.

For items third, namely Accuracy in completing work. It can be seen that 32 respondents who said they strongly agreed or 33.68%, 55 respondents or 57.89% said they agreed, who said they were doubtful as many as 8 respondents or 8.42%, 0 respondents or 0% said they disagreed, and 0 respondents or 0% said they strongly disagreed.

**Path Analysis Test Results**

Employee Incentive Path Coefficient on Employee Work Performance

Table 9 Test Results for Path Coefficient X against Y

Independent variable	Path Coefficient (Beta)	t count	p-value	Information
X	0.455	5,288	0,000	Significant
Z	0.398	4,629	0,000	Significant
Dependent variable Y				R square (R2) : 0.596

Source: Processed Primary Data, 20 21

Sub Structure II:  $Y = 0.455 X + 0.398 Y$

Coefficient Testing Employee Incentive Pathways to Employee Work Performance Results Testing the effect of employee incentives on employee work performance can be seen in Table 9 Hypothesis research tested as follows:

H2: Employee incentives have a significant effect on employee work performance. Table 4.9 shows a beta coefficient of 0.455 in a positive direction, indicating that with increasing increasing Incentive Employees will provide improvements to Employee work performance, with tcount of 5.288 and probability is 0.000 ( $p < 0.05$ ), then the decision is

H0 is rejected, meaning the hypothesis states incentives Employees have a significant influence on employee work performance.

The direct effect, indirect effect, and total effect of the relationship between variables have been presented in a summary of results. The summary can be seen in Table 1 0 .

Table 4.1 0 Recapitulation of Direct, Indirect and Total Effects

Variable Relationships	Direct influence	Influence Indirect	Total Influence	information
X $\diamond$ Z	0.637	-	0.637	Significant
X $\diamond$ Y	0.455	-	0.455	Significant
Z $\diamond$ Y	0.398	-	0.398	Significant
X $\diamond$ Z $\diamond$ Y	-	0.253=(0.637x0.398)	0.708=(0.455+0.253)	

Source: Processed Primary Data, 20 21

**Relationship Between Paths**

From all the calculations that have been carried out, this research produces a coefficient track between variable. Figure 4.2 displays a diagram of the overall path analysis results. The coefficient of the Employee Incentive variable on Work Performance is 0.637. Coefficient Work performance variable on employee work performance of 0.398. The coefficient of the Employee Incentive variable on employee work performance is 0.455. The path diagram model can be described as follows:

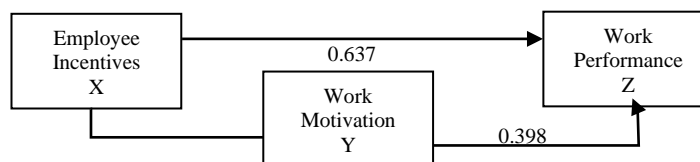


Figure 2 Path Model Diagram for Employee Incentive Variables and Employee Work Performance

Information: X as an exogenous (free) variable

The path analysis results diagram in Figure 4.2 has the following equation:

Sub Structure I :  $Z = 0.637$

## 1. Model Decisions

The validity of the hypothesis model from this research data is measured from the relationship between the coefficient of determination (R<sup>2</sup>) in the two equations. The model results are as follows:

$$\begin{aligned} R^2_{\text{model}} &= 1 - (1 - R^2_1)(1 - R^2_2) \\ &= 1 - (1 - 0.406)(1 - 0.596) \\ &= 1 - (0.594)(0.404) \\ &= 1 - 0.240 \\ &= 0.760 \text{ or } 76.\% \end{aligned}$$

The calculation results of the model determination of 76.% indicate that the model contribution to explaining the structural relationship of the three variables studied was 76.%. Meanwhile, the remaining 24% is explained by other variables that are not included in this research model.

## Discussion

Based on descriptive analysis, it shows that the piecework indicator has an average of 4.29, which means that respondents agree with the piecework indicator proposed in the questionnaire. Furthermore The bonus indicator has an average of 4.16 means that the respondent agrees with the bonus indicators proposed in questionnaire. Then the commission indicator has an average of 4.15, which means respondents agree with commission indicator proposed in the questionnaire. This right shows that the employee incentives provided by PT Ncs Line world wide to employees of the Individual Customer Business Development division ent (ICB) which is measured based on piece work, bonuses and commissions falls into the good category

Based on The results of the descriptive analysis show that the quantity indicator has an average value of 4.09 means respondents agreed with the proposed quantity indicators in the questionnaire. Next for quality indicators have average values of 4.2, which means that respondents agree with the proposed quality indicators in the questionnaire. Then the timeliness indicator has an average of 4.13, meaning that respondents agree with the timeliness indicator proposed in the questionnaire. This shows that the work motivation of the employees of the Individua division PT Ncs Line World Wide's Customer Business Development (ICB) is measured based on quantity, quality and timeliness in the high category.

The Effect of Employee Incentives on Employee Work Performance. Based on the test results that have been carried out, it shows that the employee incentive variable has a significant influence on employee work performance. The greater the incentives given to employees, the employee's work performance will increase. This shows that the incentive variables given to employees in the form of year-end bonuses and job promotions are very influential on performance employee work. Results test 78 known direct influence of incentives employees on employee work performance. The test results reveal the direct influence of incentives employees on employee performance is 0.455 or 45.5%, while the indirect effect of employee incentives on employee work performance is obtained from the formula  $PZX \times PYZ = (0.637 \times 0.398)$  and is obtained indirect influence of 0.253. From these calculations it can be concluded that direct influence of employee incentives on employee work performance through work performance Which greater than the indirect effect of employee incentives through employee work performance, namely  $0.455 > 0.253$ . This is proof enough that PT Ncs Line world wide has provided incentives in the form of wage increases outside of salary which will improve employee work performance increase and aim the company can achieve as expected.

Validity is a measurement concept used to find out the extent of accuracy and accuracy of a measuring instrument in carrying out its measuring function. An instrument is said to be valid if the instrument produces measurement results in accordance with its measurement objectives. If a statement item is stated is invalid then the question item cannot be used in subsequent tests. test validity by looking correlation coefficient (Pearson correlation ) between question items with answer scores. Due to the item measurement

scale statement is a Likert scale, then the validity calculation uses Pearson Coefficients correlation. Validity The prepared statements can be measured by correlating each statement with the total score. In this case the statement that own a correlation coefficient smaller than 0.3 means it does not pass validity test and this statement should be discarded. A test of a measuring instrument can be said to have high validity if the instrument able to carry out its measuring function and provide measuring results in accordance with the purpose of the measurement. A test that produces data that is not relevant to the purpose of measurement is said to be a test that has low validity. Then the correlation coefficient value of each statement item is compared with 0.3. If the correlation coefficient of an item smaller than 0.3 means that the item has a lower relationship with other statement items than with the variable under study, so the item is declared invalid (Sugiyono, 2002). Based on the data obtained, a Pearson correlation test has been carried out with the following results:

Table 11 : Validity test results for the work performance variable

Y	R Count	R table	keET
y.1	,767	0.300	Valid
y.2	,585	0.300	Valid
y.3	,698	0.300	Valid
y.4	,479	0.300	Valid
y.5	,461	0.300	Valid
y.6	,350	0.300	Valid
y.7	,551	0.300	Valid

Source: Research Data

Table 12 : Validity Test Results of Incentive Variables

X1	R Count	R table	keET
x.1	,555	0.300	Valid
x.2	,530	0.300	Valid
x.3	,636	0.300	Valid
x.4	,511	0.300	Valid

Source: Research Data

From the results of the Pearson correlation test, it can be concluded that each question indicator in this research is valid, thus the question an in this research is suitable for use for further tests.

Reliability is an index number that shows the extent to which a measuring instrument is trusted or reliable, in other words, reliability indicates is the consistency of a measuring instrument in measuring the same phenomenon. Reliability testing is to determine the consistency of variable measurement results. Reliable measurements show that the instrument is trusted so that produce data can be trusted. Reliability Test is a tool for indicators of variables and constructs. SPSS provides facilities for measuring reliability with the Cronbach Alpha statistical test . A measurement is reliable if it has a Cronbach's alpha coefficient equal to or more than 0.60.

Table. 13 Research Variable Reliability Test Results

No	Variable	Cronbach's Alpha	Information
1	Work performance	0.840	Reliable
2	Incentive	0.758	Reliable

Source: Research Data

Based on table 13 , you can seen, the alpha coefficient for the variable work performance (Y) of 0.840 (>0.60) and incentive (X) is 0.758 (>0.60), so it can be concluded that all research instruments are reliable because the Cronbach alpha value is greater than the alpha coefficient value of 0.60

The data analysis used by the author is by using a simple linear regression equation method, which is a statistical method used to determine relationships between variables independent and dependent variables. Which is the independent variable the consist of Incentives, while the dependent variable is work performance. With the equation:

$$Y = a + bX + e$$

Where :

- Y: Work Performance
- a : Constant
- X: Incentive
- b : Regression coefficient X1
- e : Error rate

The results of this regression equation are used to test the hypothesis using the t test with a confidence level of 95%. If regression results p-value > 0.05 Ho cannot be rejected, which means Ha rejected, otherwise if the p-value

Table 14 Simple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B Error	Std.	Beta		
1 (Constant)	12,447	5,015		2,482	016
Incentive	,681	,146	,529	4,667	,000

Dependent Variable: Job Performance

Source: SPSS Version processed data

$$Y = 12.447 + 0.681x$$

From the regression equation above, it shows that the regression coefficient of  $\beta_1$  is positive. This shows the independent variables if ditin increase it and it will . give rise to an increase on the dependent variable. This is what it means And if incentives are increased their role will also increase employee work performance. d what is the influence of incentives on work performance is positive, where the value ( $\beta$ ) is = 0.681, meaning if incentives will be increased by 1% then performance work will increase by 0.681 times where work performance is considered constant.

**Hypothesis test**

Testing this is done with two direction (2 tails) with key level the right is 95% and a significant level test of the influence of the relationship between the independent variables is carried out in a way individual to the dependent variable, where the significance level is determined at 5% and degree of freedom (df) = nk. If t count > t table, then the hypothesis is accepted, in other words the independent variable individually has a significant influence on the dependent variable den. Vice versa, if t count < t table then the hypothesis is rejected. The results of the research using the t test can be seen in the table below

Table. 15 : Results of Partial Test Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B Error	Std.	Beta		
1 (Constant)	12,447	5,015		2,482	016
Incentive	,681	,146	,529	4,667	,000

To test significance of the independent variables, seen by comparing the tcount with the table. If tcount > ttable then hypothesis sis is accepted, and if tcount < ttable then the hypothesis is rejected. The magnitude of tcount can be seen from t table 1.666 From the results of the t test tcount value is obtained For incentive variable amounting to 4,667 (more big than ttable as big as 1,666. and PV alue of 0.000 < 0.05.), then results this research show that incentives influence work performance.

**Coefficient of Determination (R2)**

The Coefficient of Determination (R<sup>2</sup>) is a coefficient that shows the percentage of influence of all independent variables on the dependent variable. Percentage it shows How big the independent variable can explain the dependent variable. The greater the coefficient of determination, the better the dependent variable is in explaining the variable its independence. Therefore the regression equation good results for estimate value dependent variable , for Knowing the magnitude of the influence of the independent variables can be seen in the following table:

Table 16 Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.529a	.280	.267	3.44780

a. Predictors: (Constant), Incentive S

Source: SPSS Version 23 Processed Data

Based on the calculation of the values above, the coefficient of determination (R<sup>2</sup>) value is 0.280. This shows that incentives have an influence to work performance was 28.0%, while the rest was influenced by other variables.

### CONCLUSIONS

Based on the t test, the results of this research show that the incentive variable influences employee work performance at PT. Ncs Line Wordl Wide. In the research there are results of simple regression analysis which has a value of 0.68 and the T test carried out states that Ho is rejected and Ha is accepted, so it can be concluded that there is a significant relationship between employee incentives and employee work performance at PT. Ncs Line World Wide.

For PT. Ncs Line World Wide pays more attention to the incentives given to employees because they can influence employee work performance. The better the incentives given, the better the employee's work performance will be.

This research only uses incentives as an independent variable, so it is recommended that researchers increase the number of variables studied, because the more independent variables there are, the greater the possibility of finding factors that influence work performance outside of these variables.

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