



The Influence of Work Incentives and Motivation on the Performance of Certified PNS Teachers at SMP Negeri 1 Sei Suka Batubara District

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Abstract. The results of this research show. (1) It can be seen that the adjusted R square value is 0.688 or 68.8%. This shows that the Incentive Variable (X1) and Work Motivation Variable (X2) can explain the Performance Variable (Y) of 68.8%, the remaining 31, 2% (100% - 68.8%) is explained by other variables outside this research model. (2) The results of the t test (Partial) show that $t_{count} (3.969) > t_{table} (1.699)$, likewise with a significance value of $0,00 < 0,05$ then the hypothesis can be concluded first accepted, meaning The Incentive Variable (X1) has a significant effect on the Performance Variable (Y). (3) The results of the t test (Partial) can be seen that the value of $t_{count} (7,822) > t_{table} (1.699)$, and the significance value is $0,202 > 0,05$, it can be concluded that the second hypothesis is rejected, meaning The Work Motivation variable (X2) has a significant effect on the Performance Variable (Y). (4) Simultaneous test results (F) can be seen that the value of $F_{count} (34,461) > F_{table} (3,25)$, and the significance value is $0,00 < 0,05$, it can be concluded that the third hypothesis is accepted, meaning Incentive Variable (X1), Work Motivation Variable (X2) have a significant effect together (simultaneously) on the Performance Variable (Y).

Keywords: Incentives, Motivation, Performance

INTRODUCTION

Talking about HRM (Human Resource Management) is currently getting more and more attention, because human resources are actors from all levels of planning to evaluation who are able to utilize other resources owned by the organization or company. It is said that company goals can be achieved not only depending on modern equipment, adequate facilities and infrastructure, but more depending on the human resources who carry out the work. The achievements of an organization are greatly influenced by the individual performance of its employees. Every company organization must always encourage the performance of its employees in the hope of being able to achieve harmony in every part of the company, so that the expected goals are achieved.

Performance is the work result that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities in order to achieve the goals of the organization concerned legally, without violating the law, and in accordance with morals and ethics (Rachmawati, 2009) in (Hidayah, 2016). One way to stimulate employee performance in an organization or company is to further improve employee performance optimally, such as providing compensation, holding job training for new employees, getting special attention for employees who excel, such as giving awards, and other forms of attention to all employees. . The existence of activities will greatly influence the provision of compensation. Motivation with compensation can motivate employee behavior to

encourage them to work more actively, enthusiastically and purposefully to improve employee performance.

The principle of providing incentives is related to employee performance that exceeds the standards set by the company. For their hard work and work achievements, employees will receive awards, which can be in the form of money, goods and others. Incentives also apply to teachers at SMP Negeri 1 Sei Suka, BatuBara Regency to support performance in providing education for students at this school, for example providing additional salary or overtime pay with increased working hours and then additional bonuses such as 13th salary and year-end bonuses. , this can certainly provide positive motivation for teachers to direct school students better and more professionally, not only in formal education but moral education and attitudes are also taught professionally and well.. This is one of the reasons why researchers want to study more deeply about "THE INFLUENCE OF WORK INCENTIVES AND MOTIVATION ON THE PERFORMANCE OF CERTIFIED PNS TEACHERS AT SMP NEGERI 1 SEI SUKA BATUBARA DISTRICT

Problem Formulation

In connection with the above, the problems to be answered in this research are:

1. Do incentives affect performance?Certified Civil Servant Teacher at SMP Negeri 1 Sei Suka, BatuBara Regency?
2. Does work motivation influence performanceCertified Civil Servant Teacher at SMP Negeri 1 Sei Suka, BatuBara Regency?
3. Do Incentives and Work Motivation simultaneously influence performance?Certified Civil Servant Teacher at SMP Negeri 1 Sei Suka, BatuBara Regency?

RESEARCH METHODS

Location and Time of Research

1. Research Location

This research was conducted at the SMP Negeri 1 Sei Suka office, BatuBara Regency.

2. Research Time

This research started in January 2020 until it was finished.

Data Types and Sources

1. Data Type

According to Sugiyono (2015), data types are divided into 2, namely qualitative and quantitative. This research uses qualitative and quantitative data types.

a. Qualitative Data

According to Sugiyono (2015), qualitative data is data in the form of words, schemes and images. The qualitative data for this research is in the form of names and addresses of research objects.

b. Quantitative Data

Quantitative data according to Sugiyono (2015) is data in the form of numbers or qualitative data that is added up.

2. Data Source

According to Sugiyono (2012:193) data types are divided into two, namely:

a. Primary data is a data source that directly provides data to data collectors. In this research, primary data is in the form of data from questionnaires and interviews conducted by researchers.

b. Secondary data is a source that does not directly provide data to data collectors, for example through other people or through documents.

Data Collection Techniques

The data collection technique used is by:

1. Questionnaire

In this questionnaire, a closed question model will be used, namely questions that are accompanied by alternative answers beforehand so that respondents can choose one of the alternative answers.

The data processing process in this research uses a Likert Scale. According to Sugiyono (2013: 132) "The Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena." In answering this Likert Scale, respondents only put a mark, for example a checklist or a cross, on the selected answer according to the questionnaire statement that the respondent has filled out and needs to be scored. Following are the assessment weights on the Likert Scale.

DISCUSSION

A. Instrument Test

1. Validity test

Validity testing uses SPSS version 23 for Windows with criteria based on the calculated r value as follows:

a) If $r_{count} > r_{table}$ or $-r_{count} < -r_{table}$ then the statement is declared valid.

b) If $r_{count} < r_{table}$ or $-r_{count} > -r_{table}$ then the statement is declared invalid.

This test was carried out on 31 respondents, then $df = 30 - 2 = 28$, with $\alpha = 5\%$, the r table value was obtained at 0.361 (Ghozali, 2016), then the calculated r value will be compared with the r table value as in table 4.5 below. :

Table 1. Validity Test Results

Incentive Variable			
Statement	Rcount	Rtable	Validity
1	0.643	0.361	Valid
2	0.739	0.361	Valid
3	0.772	0.361	Valid
Work Motivation Variables			
Statement	Rcount	Rtable	Validity
1	0.777	0.361	Valid
2	0.619	0.361	Valid
3	0.701	0.361	Valid
Performance Variables			
Statement	Rcount	Rtable	Validity
1	0.766	0.361	Valid
2	0.526	0.361	Valid
3	0.705	0.361	Valid
4	0.577	0.361	Valid

Source: Data processed from attachment 3 (2020)

Table 1 shows that all statement points, including the Incentive variable (X1), Work Motivation Variable (X2), and Performance Variable (Y), have a calculated r value that is greater than the table r value, so it can be concluded that all statements for each variable are declared valid. .

2. Reliability Test

Reliability is an index that shows the extent to which a measuring instrument is trustworthy or reliable. According to Sugiyono (2013) a factor is declared reliable if Cronbach Alpha is greater than 0.6. Based on the results of data processing using SPSS 23 for Windows, the following results were obtained:

Table 2. Reliability Test Results

Variable	Cronbach Alpha	Constant	Reliability
Variable X1	0.783	0.6	Reliable
Variable X2	0.765	0.6	Reliable
Y variable	0.746	0.6	Reliable

Source: Data processed from attachment 3 (2020)

Based on the reliability test using Cronbach Alpha, all research variables are reliable/reliable because Cronbach Alpha is greater than 0.6, so the results of this study indicate that the measurement tool in this research has met the reliability test (reliable and can be used as a measuring tool).

B. Classic assumption test

The testing of classical assumptions with the SPSS 23 for Windows program carried out in this research includes:

1. Normality test

The Normality Test aims to test whether in the regression model, confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphics and statistics. The graphic method normality test uses a normal probability plot, while the statistical method normality test uses the one sample Kolmogorov Smirnov Test. The test results using SPSS 23 for Windows are as follows:

Table 3. One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

				Unstandardi zed Residuals	
N				31	
Normal Parameters, b					
Mean				.0000000	
Std. Deviation				1.01285044	
Most Differences	Extreme	Absolute		,154	
		Positive		,154	
		Negative		-.105	
Statistical Tests				,154	
Asymp. Sig. (2-tailed)				.058c	
Monte Carlo Sig. (2- tailed)	Sig.	99%	Confidence Interval	Lower Bound	,285
				Upper Bound	,747

a. Test distribution is Normal.

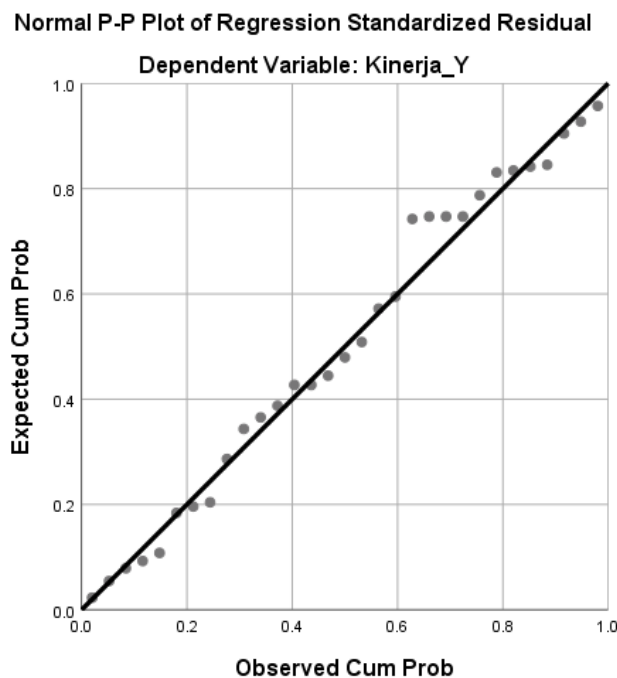
b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 31 sampled tables with starting seed 2000000.

From the output in table 3, it can be seen that the significance value (Monte Carlo Sig. Lower Bound) for all variables is 0.285. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed. The normality test using the graphic method can be seen in the following picture:

Figure 1. Normal P Plot



Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, "If the residual data distribution is normal then the line that depicts the actual data will follow the diagonal line (Ghozali, 2016).

2. Multicollinearity Test

The multicollinearity test aims to find out whether in the regression model there is a correlation between the independent variables. The multicollinearity test in this research is seen from the tolerance value or variance inflation factor (VIF). The calculation of tolerance or VIF values using the SPSS 23 for Windows program can be seen in Table 4 below:

Table 4. Multicollinearity Test Results

Model	<i>Coefficients^a</i>					Collinearity Statistics		
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Tolerance	VIF
	B	Std. Error	Beta					
1 (Constant)	1,666	2,221			,750	,459		
Incentive_X1	,463	.117	,412		3,969	,000	,968	1,033
Work_Motivation_X2	,991	.127	,811		7,822	,000	,968	1,033

a. Dependent Variable: Performance_Y

Based on table 4, it can be seen that the tolerance value of the Incentive Variable (X1) is 0.968, the Work Motivation Variable (X2) is 0.968, all of which are greater than 0.10, while the VIF value of the Incentive Variable (X1) is 1.033, the Work Motivation Variable (X2) is 1.033, all of which are smaller than 10. Based on the calculation results above, it can be seen that the tolerance value for all independent variables is greater than 0.10 and the VIF value for all independent variables is also smaller than 10 so that there are no symptoms of correlation in the independent variables. So it can be concluded that there are no symptoms of multicollinearity between the independent variables in the regression model.

3. Glesjer Heteroscedasticity Test

The Glesjer heteroscedasticity test aims to test whether the regression model has unequal variances from the residuals of one observation to another. A good regression model is one that is homoscedastic or does not have heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is with a Scatterplot. Based on the results of data processing, the heteroscedasticity test in this study is shown in Figure 5 below:

Table 5. Glesjer Heteroscedasticity Test Results

Model	<i>Coefficients^a</i>					
	Unstandardized Coefficients		Standardized Coefficients		Sig.	
	B	Std. Error	Beta	Q		
1 (Constant)	-.785	1,253			-.627	,536
Incentive_X1	,025	,066	.071		,385	,703
Work_Motivation_X2	.109	.071	,281		1,522	,139

a. Dependent Variable: Abs_RES

C. Multiple Linear Regression Testing

Multiple linear regression testing explains the large role of the Incentive Variable (X1), Work Motivation Variable (X2) on the Performance Variable (Y). Data analysis in this study used multiple linear regression analysis using SPSS 23 for Windows. The analysis of each variable is explained in the following description:

Table 6. Multiple Linear Regression Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,666	2,221		,750	,459		
	Incentive_X1	,463	.117	,412	3,969	,000	,968	1,033
	Work_Motivation_X2	,991	.127	,811	7,822	,000	,968	1,033

a. Dependent Variable: Performance_Y

Based on these results, the multiple linear regression equation has the formulation: $Y = a + b_1X_1 + b_2X_2 + \epsilon$, so that the equation is obtained: $Y = 1.666 + 0.463X_1 + 0.991X_2$

The description of the multiple linear regression equation above is as follows:

1. The constant value (a) of 1.666 shows the size of the Performance Variable (Y) if the Incentive Variable (X1), Work Motivation Variable (X2) is equal to zero.
2. The regression coefficient value of the Incentive Variable (X1) (b1) is (0.463) indicating the large role of the Incentive Variable (X1) on the Performance Variable (Y) assuming the Work Motivation Variable (X2) is constant. This means that if the Incentive Variable factor (X1) increases by 1 value unit, then the Performance Variable (Y) is predicted to increase by (0.463) value units assuming the Work Motivation Variable (X2) is constant.
3. The regression coefficient value of the Work Motivation Variable (X2) (b2) is (0.991) indicating the large role of the Work Motivation Variable (X2) on the Performance Variable (Y) assuming the Work Motivation Variable (X2) is constant. This means that if the Work Motivation Variable factor (X2) increases by 1 value unit, then the Performance Variable (Y) is predicted to increase by (0.991) value units assuming the Work Motivation Variable (X2) is constant.

D. Coefficient of Determination (R²)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. In other words, the coefficient of determination value is used to measure the magnitude of the contribution of the variables studied X and Y as the dependent variable.

The greater the value of the coefficient of determination, the better the ability of variable

This shows that the model used is getting stronger to explain the influence of variable. This shows that the model used is increasingly less powerful in explaining the influence of variable X on variable Y.

The value used to view the coefficient of determination in this research is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The coefficient of determination value can be seen in Table 7 below:

Table 7. Coefficient of Determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.842a	.708	.688	1,048	1,957

a. Predictors: (Constant), Work_Motivation_X2, Incentive_X1

b. Dependent Variable: Performance_Y

Based on table 7, it can be seen that the adjusted R square value is 0.688 or 68.8%. This shows that the Incentive Variable (X1) and Work Motivation Variable (X2) can explain the Performance Variable (Y) of 68.8%, the remaining 31, 2% (100% - 68.8%) is explained by other variables outside this research model.

E. Hypothesis testing

1. t Test (Partial)

The t statistical test is also called the individual significance test. This test shows how far the independent variable partially influences the dependent variable.

In this research, partial hypothesis testing was carried out on each independent variable as in Table 8 below:

Table 8. Partial Test (t)

Model	<i>Coefficients^a</i>						
	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1,666	2,221		,750	,459		
Incentive_X1	,463	.117	,412	3,969	,000	,968	1,033
Work_Motivation_X2	,991	.127	,811	7,822	,000	,968	1,033

a. Dependent Variable: Performance_Y

- a. Hypothesis Testing the Effect of Incentive Variables (X1) on Performance Variables (Y). The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- 1) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig value. > 0.05
- 2) Reject H0 if $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05

From table 4.11, the tcount value is 3.969. With $\alpha = 5\%$, $t_{table} (5\%; 31-2=29)$, the t_{table} value is 1.699. From this description it can be seen that tcount (3.969) $>$ t_{table} (1.699), as well as the value the significance is $0,00 < 0.05$ then the hypothesis can be concluded first accepted, meaning The Incentive Variable (X1) has a significant effect on the Performance Variable (Y). This research is appropriate Erma Oktaria (2018) The Influence of Salary, Incentives and Social Security on Employee Work Motivation in an Islamic Economic Perspective (Study at PT. Sarhif Brother North Lampung).

- b. Hypothesis Testing The Effect of Work Motivation Variables (X2) on Performance Variables (Y), a form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- 1) Accept, If $t_{count} > t_{table}$ or $-t_{count} > -t_{table}$ or Sig value. < 0.05
- 2) Reject, If $t_{count} < t_{table}$ or $-t_{count} < -t_{table}$ or Sig. > 0.05

From table 4.11, the tcount value is obtained 7,822 With $\alpha = 5\%$, $t_{table} (5\%; 31-2 =29)$ the t_{table} value is 1.699. From this description it can be seen that tcount (7,822) $>$ t_{table} (1.699), and the significance value is $0.202 > 0.05$, it can be concluded that the second hypothesis is rejected, meaning Work Motivation Variable (X2) has a significant effect on the Performance Variable (Y). This research is in accordance with Erma Oktaria (2018) The Influence of Salary, Incentives and Social Security on

Employee Work Motivation in an Islamic Economic Perspective (Study at PT. Sarhif Brother North Lampung).

2. F Test (Simultaneous)

This test basically shows whether all the independent variables included in this model have a joint influence on the dependent variable. The results of the F test can be seen in table 9 below:

Table 9. Simultaneous Test Results (F)

		<i>ANOVA^a</i>				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	74,772	2	37,386	34,014	,000b
	Residual	30,776	28	1,099		
	Total	105,548	30			

a. Dependent Variable: *Performance_Y*

b. Predictors: (Constant), *Work_Motivation_X2*, *Incentive_X1*

Source: Data processed from attachment 4 (2020)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- If the calculated F value $>$ F table or Sig. $<$ 0.05 then H_a is accepted and H_0 is rejected.
- If the calculated F value $<$ F table or Sig. $>$ 0.05 then H_a is rejected and H_0 is accepted.

From table 9, the calculated F value is obtained 34,461 With $\alpha = 5\%$, dk numerator: 3, dk denominator: 31-2-1 (5%; 2; 37) the Ftable value is 3.25. From this description it can be seen that Fcount (34,461) $>$ Ftable (3.25), and the significance value is 0,00 $<$ 0.05, it can be concluded that the third hypothesis is accepted, meaning Incentive Variable (X1), Work Motivation Variable (X2) have a significant effect together (simultaneously) on the Performance Variable (Y). This research is not appropriate Erma Oktaria (2018). The Influence of Salary, Incentives, and Social Security on Employee Work Motivation in an Islamic Economic Perspective (Study at PT. Sarhif Brother North Lampung).

CONCLUSION

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

- Testing the first hypothesis, using partial test analysis, obtained the result that Incentive positive and significant effect on performance with value *Incentive Variable*

regression coefficient(X1) (b1) is (0.463)with a positive sign (+). shows the magnitude of the role of the Incentive Variable (X1) on the Performance Variable (Y) assuming the Work Motivation Variable (X2) is constant. This means that if the Incentive Variable factor (X1) increases by 1 value unit, thenwill have an effect onperformance of Certified Civil Servant Teachers at SMP Negeri 1 Sei Suka.

2. Testing the second hypothesis, with partial test analysis, the result was that Work Motivationpositive and significant effect on performance with value*regression coefficient*Work Motivation Variable (X2) (b2) is (0.991)with a positive sign (+). shows the magnitude of the role of the Work Motivation Variable (X2) on the Performance Variable (Y) assuming the Incentive Variable (X1) is constant. This means that if the Work Motivation Variable factor (X2) increases by 1 value unit, it will have an effect onperformance of Certified Civil Servant Teachers at SMP Negeri 1 Sei Suka.
3. Testing the third hypothesis, with simultaneous analysis, the results showed that simultaneously Incentives and Work Motivation had a significant effect onperformance of Certified Civil Servant Teachers at SMP Negeri 1 Sei Suka with Fcount (34.461)> F table (3.25), and the significance value is $0.00 < 0.05$, it can be concluded that the third hypothesis is accepted.
4. The conclusion is that in the t hypothesis test it was found that the work motivation variable was the variable that had a greater influence on the performance of Sei Suka 1 Public Middle School teachers.

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