

**EFFECT OF WORK ATTITUDE, INCENTIVES, AND WORK
FACILITIES ON EMPLOYEE PERFORMANCE
IN PT. REMAJA JAYA MOBILINDO MANADO**

THESIS

NATHANIA VEGA SINLY LOLOWANG

16042009



MANAGEMENT DEPARTMENT

FACULTY OF ECONOMICS

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MOBILINDO MANADO**

NATHANIA VEGA SINLY LOLOWANG

16042009

Has been fulfilled the requirement to be accepted by advisor commission

Advisor I

Dr. Jozef Raco, M.Sc

Advisor II

Lourene P.Sumual,S.E.,M.F.M

Manado, July 20th 2020

Faculty of Economics

Universitas Katolik De La Salle Manado

Dean of Economics Faculty

Head of Management Department

Octavianus Muaja, S.E., M.M

Lourene P. Sumual, S.E., M.F.M

LEGALIZATION PAGE
EFFECT OF WORK ATTITUDE, INCENTIVES, AND WORK
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MOBILINDO MANADO

NATHANIA VEGA SINLY LOLOWANG

16042009

Has been examined and defended in front of examiners board

On July 29th 2020

Advisor,



Dr. Jozef Raco, M.Sc

Examiners,



Teddy Y. Tandaju, S.E., M.B.A(Adv)



Loureine P. Sumual, S.E., M.F.M



Patricia G. Petrus, S.E., M.M

This Thesis has been accepted as partial fulfillment

To obtain Bachelor Degree


On August 7th 2020

Acknowledge by,

 **Dean of Economics Faculty**

Loureine P. Sumual, S.E., M.M

Head of Management Department


Loureine P. Sumual, S.E., M.F.M

STATEMENT OF THESIS ORIGINALITY
EFFECT OF WORK ATTITUDE, INCENTIVES, AND WORK
FACILITIES ON EMPLOYEE PERFORMANCE IN PT. REMAJA JAYA
MOBILINDO MANADO

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Manado, August 7th 2020



Dr. Jozef Raco, M.Sc

Witness I, as advisor and member of Examiners Board

Teddy Y. Tandaju, S.E, M.B.A(Adv)

Witness II, as member of Examiners Board

Patricia G. Petrus, S.E, M.M

Witness III, as member of Examiners Board

Octavianus Muaja, S.E., M.M

Lourene P.Sumual, S.E.,

ABSTRACT

EFFECT OF WORK ATTITUDE, INCENTIVES, AND WORK FACILITIES ON EMPLOYEE PERFORMANCE IN PT. REMAJA JAYA MOBILINDO MANADO (GUIDED BY DR.JOZEF RACO,M.SC AND LOUREINE P.SUMUAL.S.E, M.F.M)

Employee performance is the result of every employee's work. The results of the work of employees must be known by each party who has the authority, to know the achievements that have been achieved by each employee related to the vision carried out to achieve company goals.

The purpose of this study is to determine whether there is an effect between work attitudes, incentives, and work facilities on employee performance. In this study using quantitative research (Questionnaire and Interview with the Manager of the Human Resources Department) and using SPSS statistical tool version 24.

This study uses multiple linear regression analysis, and the multiple linear regression equation obtained is $Y = 0.073 + 0.533 + 0.092X_2 + 0.375X_3 + e$. Partial test results from Work Attitude (X1) obtained $T_{count} > T_{table}$ so that work attitudes significantly effect employee performance, partial test results from Incentives (X2) obtained $T_{count} < T_{table}$, meaning that incentives do not significantly effect employee performance, and partial test results (X3) obtained with $T_{count} > T_{table}$ which means that work facilities have a significant effect on employee performance. Furthermore, the simultaneous test results obtained $F_{count} > F_{table}$ which means Work Attitude (X1), Incentives (X2), and Work Facilities (X3) significantly effect employee performance.

Keywords: Work Attitude, Incentives, Work Facilities, Employee Performance.

ABSTRAK

PENGARUH SIKAP KERJA, INSENTIF, DAN FASILITAS KERJA TERHADAP KINERJA KARYAWAN DI PT.REMAJA JAYA MOBILINDO MANADO (DIBIMBING OLEH DR.JOZEF RACO, M.SC DAN LOUREINE P.SUMUAL.S.E., M.F.M)

Kinerja karyawan adalah hasil dari pekerjaan setiap karyawan. Hasil pekerjaan karyawan harus diketahui oleh masing-masing pihak yang memiliki wewenang, untuk mengetahui pencapaian yang telah dicapai oleh setiap karyawan terkait dengan visi yang dilakukan untuk mencapai tujuan perusahaan.

Tujuan dari penelitian ini adalah untuk mengetahui apakah ada pengaruh antara sikap kerja, insentif, dan fasilitas kerja terhadap kinerja karyawan. Dalam penelitian ini menggunakan penelitian kuantitatif (Kuesioner dan Wawancara bersama Manajer Departemen Sumber Daya Manusia) dan menggunakan alat statistik SPSS versi 24.

Penelitian ini menggunakan analisis regresi linier berganda, dan persamaan regresi linier berganda yang diperoleh adalah $Y = 0,073 + 0,533 + 0,092X_2 + 0,375X_3 + e$. Hasil uji parsial dari Work Attitude (X1) diperoleh $T_{hitung} > T_{tabel}$ sehingga sikap kerja berpengaruh signifikan terhadap kinerja karyawan, hasil uji parsial dari Insentif (X2) diperoleh $T_{hitung} < T_{tabel}$, artinya insentif tidak berpengaruh signifikan terhadap kinerja karyawan, dan hasil uji parsial (X3) diperoleh dengan $T_{hitung} > T_{tabel}$ yang berarti bahwa fasilitas kerja berpengaruh signifikan terhadap kinerja karyawan. Selanjutnya, hasil uji simultan diperoleh $F_{hitung} > F_{tabel}$ yang berarti Sikap Kerja (X1), Insentif (X2), dan Fasilitas Kerja (X3) berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci: Sikap Kerja, Insentif, Fasilitas Kerja, Kinerja Karyawan.

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The student realized that this report is not perfect. The student apologizes for anything that might be wrong and unclear in this report, so any critics and suggestion are very welcomed. Hopefully, this report will be useful for anyone who reads it.

Manado, July 18th 2020

Nathania Vega Sinly Lolowang

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