THE IMPACT OF SALARY, INCENTIVE, AND WORK ENVIRONMENT TOWARD EMPLOYEE PRODUCTIVITY AT CV. ABADI BERKAT LESTARI MANADO

THESIS

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LEGALIZATION PAGE

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ABSTRACT

WONGSO, KENNY, The Impact of Salary, Incentive, and Work Environment Toward Employee Productivity at CV. Abadi Berkat Lestari Manado. Advised by Koleangan, Ch. Adrie and Lomban, Edino.

A company cannot exist without its human resources even though it has a fairly huge amount of capital and high-end modern technology, because a sophisticated technology without being supported by human as its main resources will not be able to achieve its purpose. Human resource must be directed and guided from the management of the company in general and the human resource department specifically. Every company is often faced by employee productivity problem. The company must make effort so that every activity will obtain optimal result and be conducted effectively and efficiently. Hence, to achieve the desired level of effectiveness and efficiency, a company must have a good working system and good productivity. Several factors that affect employee productivity are salary, incentive, and work environment. The higher the amount of salary, incentive, and a good working environment will increase the productivity of employees in a company.

From understanding the result, the writer conducted a research on the impact of salary, incentive, and work environment to employee productivity at CV. Abadi Berkat Lestari. The purpose of this research is to determine how far do salary, incentive, and work environment have impacts on employee productivity at CV. Abadi Berkat Lestari.

The analytical methods used are multiple regression method. The results obtained are the variable salary (X_1) and work environment (X_3) have no significant impacts while incentive (X_2) has significant impact towards employee productivity. Salary (X_1), incentive (X_2), and work environment (X_3) simultaneously have impacts on employee productivity (Y) at CV. Abadi Berkat Lestari. This can be seen in the results of the F-Test, H0 is rejected and H1 accepted with F-count > F-Table. And the salary (X_1), incentive (X_2), and work environment (X_3) has contributed to customer loyalty (Y) by 44.7%.

In conclusion, salary and work environment does not give significant influence toward employee productivity partially. Besides, incentive has significant influence towards employee productivity. Simultaneously, all three variables have significant influences toward employee productivity.

Key words: Employee Productivity, Salary, Incentive, Work Environment.

ABSTRAK

KENNY WONGSO, Pengaruh Gaji, Insentif, Dan Lingkungan Kerja Terhadap Produktivitas Karyawan di CV. Abadi Berkat Lestari Manado. Dibimbing oleh Ch. Adrie Koleangan dan Edino Lomban.

Sebuah perusahaan tidak dapat hidup tanpa sumber daya manusia biarpun perusahaan tersebut memiliki modal yang cukup banyak dan teknologi modern yang memadai, karena teknologi tinggi tanpa didukung oleh manusia sebagai sumber daya utama tidak akan mencapai tujuan. Sumber daya manusia harus diarah dan dibimbing oleh manajemen perusahaan secara umum dan departemen sumber daya manusia secara khusus. Setiap perusahaan sering menghadapi masalah mengenai produktivitas karyawan. Perusahaan tersebut harus berusaha sehingga setiap aktivitas perusahaan akan meraih hasil yang optimal dan dilakukan secara efektif dan efisien. Maka itu, untuk mencapai tingkat yang efektif dan efisien, sebuah perusahaan harus memiliki sistem dan produktivitas yang baik. Beberapa faktor yang mempengaruhi produktivitas karyawan adalah gaji, insentif, dan lingkungan kerja. Semakin tinggi gaji dan insentif yang diberikan, dan juga lingkungan kerja yang memadai akan meningkatkan produktivitas karyawan di setiap perusahaan.

Dari hasil pemahaman tersebut, penulis melakukan penelitian tentang pengaruh gaji, insentif, dan lingkungan kerja terhadap produktivitas karyawan di CV. Abadi Berkat Lestari. Tujuan penelitian ini adalah untuk mengetahui seberapa jauh gaji, insentif, dan lingkungan kerja memberikan pengaruh terhadap produktivitas karyawan di CV. Abadi Berkat Lestari.

Metode analisa yang digunakan adalah metode regresi berganda. Hasil yang didapat adalah variabel gaji (X_1), insentif (X_2), dan lingkungan kerja (X_3) secara parsial adalah gaji dan lingkungan kerja tidak berpengaruh secara signifikan sementara insentif berpengaruh secara signifikan terhadap produktivitas karyawan. Gaji (X_1), insentif (X_2), dan lingkungan kerja (X_3) secara simultan memiliki pengaruh terhadap produktivitas karyawan (Y) di CV. Abadi Berkat Lestari. Hal ini bias dilihat pada hasil Uji F dimana H_0 ditolak dan H_1 diterima dengan hasil F-hitung > F-tabel. Gaji (X_1), insentif (X_2), dan lingkungan kerja (X_3) memberikan kontribusi terhadap produktivitas karyawan (Y) sebesar 44.7%.

Alhasil, gaji dan lingkungan kerja tidak memberikan pengaruh yang signifikan terhadap produktivitas karyawan secara parsial. Sebaliknya, insentif memberikan pengaruh signifikan terhadap produktivitas karyawan. Secara keseluruhan, semua tiga variabel memberikan pengaruh signifikan terhadap produktivitas karyawan.

Kata-kata Kunci: Produktivitas Karyawan, Gaji, Insentif, Lingkungan Kerja.

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Manado, July 2015

Writer

STATEMENT OF THESIS ORIGINALITY

I, who sign this statement, state that this thesis:

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Is truly my original work.

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TABLE OF CONTENTS

TITLE PAGE ..... **i**

THESIS WITH TITLE ..... **ii**

LEGALIZATION PAGE ..... **iii**

ABSTRACT ..... **iv**

ABSTRAK ..... **v**

ACKNOWLEDGEMENT ..... **vi**

STATEMENT OF THESIS ORIGINALITY ..... **viii**

TABLE OF CONTENTS ..... **ix**

LIST OF TABLES ..... **xiv**

LIST OF FIGURES ..... **xv**

LIST OF APPENDICES ..... **xvi**

CHAPTER I : INTRODUCTION **1**

1.1 Research Background 1

1.2 Problem Statement 6

1.3 Research Objective 6

1.4 Research Limitation 7

1.5 Benefits of Research 7

CHAPTER II : THEORETICAL FRAMEWORK 8

2.1 Human Resource Management 8

2.2 Salary 8

2.2.1 Purpose of Salary 9

2.2.2 Factors that affect Salary 10

2.3 Incentive 11

2.3.1 Types of Incentives 12

2.3.2 Purpose of Incentive 14

2.4 Work Environment 15

2.4.1 Factors that affect Work Environment 16

2.4.2 Aspects of Work Environment 18

2.4.3 Benefits of Work Environment 19

2.5 Employee Productivity 20

2.5.1 Factors that affect Employee Productivity 21

2.5.2 Employee Productivity Measurement 23

2.6 Distribution 24

2.6.1 Aspects of Distribution 24

2.7 Previous Research 25

2.8 Hypothesis 26

CHAPTER III : RESEARCH METHODS 27

3.1 Type of Research 27

3.2 Time, Place, and Object of Research 27

3.3 Source of Data 28

3.3.1 Primary Data 28

3.3.2 Secondary Data 29

3.4 Population 29

3.5 Definition of Variables and Measurement 30

3.6 Data Analysis Technique 31

3.6.1 Validity Test 31

3.6.2 Reliability Test 32

3.6.3 Multiple Regression 33

3.6.4 T-Test 34

3.6.5 F-Test 35

3.6.6 Multi Correlation Coefficients (R) 35

3.6.7 Multiple Determination Coefficients (R^2) 36

CHAPTER IV : RESULTS AND DISCUSSIONS..... 37

4.1 Respondents' Characteristics..... 37

4.1.1 Characteristics of Respondents Based on Gender 37

4.1.2 Characteristics of Respondents Based on Education Level..... 38

4.1.3 Characteristics of Respondents Based on Working Experience 39

4.2 Description of Research Object..... 40

4.2.1 Company Profile..... 40

4.2.2 Vision and Mission..... 41

4.2.3 Company Logo 41

4.2.4 Organizational Structure..... 42

4.2.5 Job Description 42

4.3 Data Quality Test..... 45

4.3.1 Validity Test 45

4.3.2 Reliability Test..... 46

4.4 Result Analysis 47

4.4.1 Multiple Regressions Analysis 47

4.4.2 T-Test Analysis..... 48

4.4.3 F-Test Analysis 49

4.4.4 Multi Coefficient Correlation (R) 50

4.4.5 Multiple Coefficients Determination (R^2) 50

4.5 Interpretation Analysis 51

CHAPTER V : CONCLUSION AND RECOMMENDATION 52

5.1 Conclusion 52

5.2 Recommendation 53

BIBLIOGRAPHY 55

APPENDICES

LIST OF TABLES

Table 3.1 Research Variables 31

Table 4.1 Case Processing Summary 45

Table 4.2 Validity Test 45

Table 4.3 Reliability Test 47

Table 4.4 Coefficients (a) 47

Table 4.5 ANOVA (b) 49

Table 4.6 Model Summary 50

LIST OF FIGURES

Figure 4.1	Respondents Based on Gender	37
Figure 4.2	Respondents Based on Education Level	38
Figure 4.3	Respondents Based on Working Experience	39
Figure 4.4	Company Logo	41
Figure 4.5	Organizational Structure	42

LIST OF APPENDICES

Appendix 1 : Questionnaires

Appendix 2 : Data Questionnaires

Appendix 3 : Data Calculation

Appendix 4 : R Table

Appendix 5 : T Table

Appendix 6 : F Table

Appendix 7 : Thesis Guidance Card