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The Influence Of Incentives And Work Environment On Performance Miss Cimory Pt Cisarua Mountain Dairy Lampung

(Miss Cimory Center West Metro Case Study)

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Abstract

The purpose of this research is to determine the effect of incentives and work environment on performance Employee. This research was conducted at PT. Cisarua Mountain Dairy Lampung, case study at Miss Cimory Metro Barat. The type of research data used is quantitative. The data analysis method used in this research is multiple linear regression which is used to determine the influence of incentives and work environment on employee performance at the West Metro Center, by distributing questionnaires via Google Form to all 34 employees. Testing the research hypothesis uses SPPS Version 20. The results of this research show that incentives have no partial effect (p>0.05) on performance. Then the Work Environment has a significant (p<0.05) partial effect on Performance. Incentives and Work Environment simultaneously have a significant (p<0.05) effect on Employee Performance. It is recommended that management pay attention to incentives and work environment so that they can influence employee performance at the Miss Cimory Center in Metro Barat, Lampung.

Keywords: Incentives, Work Environment, and Performance

INTRODUCTION

Every company that is founded always has goals to achieve. In general, the company's desired goal is to obtain maximum profits so that it helps achieve other goals.

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Humans are the company's main driver in achieving company goals, therefore human resources cannot be replaced with other equipment. If the current rapid development of technology is not supported by quality human resources, the results will not be as satisfactory as expected by the company. Incentives are one way to encourage employees to increase work productivity to achieve predetermined goals. Providing incentives is one of the main things that must be considered. Whether employees are enthusiastic or not can also be caused by the size of the incentives they receive. If Miss Cimory does not receive incentives that are commensurate with the amount of sacrifice in working, then Miss Cimory tends to be lazy and unenthusiastic and in the end they work as they please without any high motivation. This caused a decline in Miss Cimory's productivity and work enthusiasm. Therefore, incentives need to be increased to support Miss Cimory's performance.

Incentives are rewards given by the company to an employee who has carried out work outside of their main duties or exceeded the targets of the job. Incentives are very important for employees to do work beyond what the company wants. Besides that, incentives also have a different purpose than salary. Several previous research results say that incentives and the work environment have a big influence on employee performance. Weak employee performance will reflect the services provided, it can also give rise to a negative impact or image from society towards the company or agency, which indirectly also reflects the quality of the organization or institution concerned, even though it is only carried out by a few individuals, it can reflect the overall quality of its employees. Physical conditions are something that exists around employees, such as adequate office facilities including lighting, office stationery, air conditioning and other equipment that can make work easier and provide comfort. Meanwhile, non-physical conditions concern employee relationships within a company, including relationships between employees and relationships between employees and leaders. To be able to carry out their duties and functions as well as possible, good performance is needed, so that good work results are created. So by providing incentives given to employees, the resulting performance is very good for the company or agency.

Researchers are interested in conducting research at PT Cisarua Mountain Dairy Lampung, because researchers want to know how much incentives and work environment have an influence in improving Miss Cimory's performance at PT Cisarua Mountain Dairy Lampung. Miss Cimory in this company is highly required to provide optimal performance. For this reason, it is necessary to pay attention to factors that can

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influence employee performance, namely incentives and the work environment as the main focus.

Based on this background, researchers are interested in raising this problem as the title **"The Influence of Incentives and Work Environment on Miss Cimory's Performance at PT Cisarua Mount Dairy Lampung"**

LITERATURE REVIEW

A Brief History of PT Cisarua Mountai Dairy

Cimory Group is a producer of protein-based packaged food and beverage products in Indonesia, with flagship products such as premium *yogurt* and sausages. Founded in 1993, Cimory *Group* currently produces processed meat, dairy products and eggs under various brands, including Cimory, *Kanzler* and *Besto*, which are sold through various *channels* including *modern* and *traditional retailers*, *food service* and *direct team selling*. Cimory *Group* is headquartered in Jakarta with production facilities in West Java, Central Java and East Java. With a vision to increase Indonesian people's protein intake from milk and meat. Cimory focuses on high quality, nutritious and value-added products. (*https://cimory.com/our-history.php)*

Understanding Incentives

Nitisemito (2001), Pratama, Oktaviannur, & Dunan (2021) incentives are additional income that will be given to employees who can provide achievements in accordance with what has been determined. Incentives are compensation that links salary to productivity. Incentives are rewards in the form of money given to those who can work beyond specified standards. Meanwhile, Robi, Alam, & Dunan (2016) Incentives are one way to motivate employees to work with optimal abilities, namely as extra income outside the predetermined salary or wages. Providing incentives is intended to meet the needs of employees and their families.

According to Hasibuan (2007), incentives are additional compensation given to certain employees whose achievements are above standard performance. This incentive is a tool used by supporters of fair principles in providing compensation. Meanwhile, according to Handoko (2002), incentives are incentives offered to employees to carry out work according to or higher than predetermined standards.

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Understanding the Work Environment

Every organization, in general whether large, medium or small scale, will all interact with the environment in which the organization or company is located. The environment itself experiences changes so that organizations or companies that can survive are organizations that can adapt to environmental changes. On the other hand, an organization will experience a period of destruction if the organization does not pay attention to developments and changes in the environment around it. According to Sedarmayanti (2011), the work environment is the totality of tools and materials encountered in the surrounding environment where a person works, their work methods, and work arrangements both as an individual and as a group. Meanwhile, according to Nitisemito (2010), the work environment is everything around workers that can influence them in carrying out their assigned tasks.

According to Nurjaya (2021), the work environment is an important factor in creating employee performance. Because having a clean environment will influence employees in completing their work and will improve organizational performance. Meanwhile, according to Sutrisno (2010), the work environment is defined as work facilities and infrastructure around employees that are able to influence the implementation of work, starting from the work place itself, facilities, work aids, cleanliness, lighting, calmness, to work relationships with the people around them. that place.

Understanding Performance

Pratama, Oktaviannur, & Dunan (2021) Performance is the ability demonstrated by employees in carrying out their duties or work. Performance is said to be good and satisfactory if the goals achieved are in accordance with predetermined standards. Employee performance is the work results achieved by a person in carrying out tasks according to the responsibilities given to him. According to Mangkunegara (2012), performance (work achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Prawirosentono (2012), performance is the result of work 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 or ethics.. Another definition of performance was put forward by Simanjuntak (2010) who stated that performance is the level of achievement of results for carrying out certain

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tasks. Company performance is the level of achievement of results in order to realize company goals. Performance management is all activities carried out to improve the performance of a company or organization, including the performance of each individual and work group in the company.

According to Moeheriono (2012), performance *is* a description of the level of achievement of an activity program or policy in realizing an organization's goals, objectives, vision and mission as outlined in an organization's strategic planning. Meanwhile, according to Afandi (2018), performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authority and responsibilities in an effort to achieve company goals illegally, without breaking the law and not conflicting with morals and ethics.

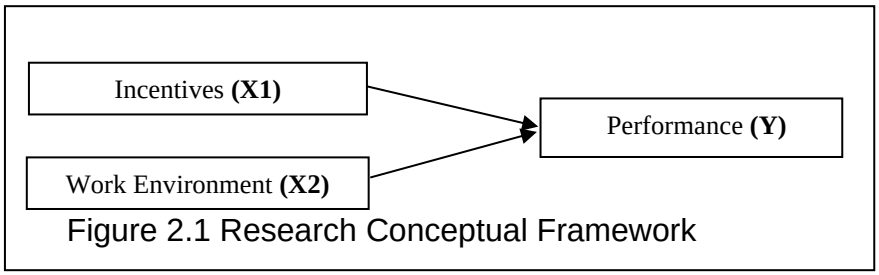


Figure 2.1 Research Conceptual Framework

RESEARCH METHODS

This research uses quantitative methods. As a first step, the author collected data related to the topic using books that were used as reference sources in obtaining a theoretical basis and ways to analyze data. The next step is a research approach by researching a certain subject and the conclusions only apply to that subject. The population is all the characteristics that are the object of research, where these characteristics relate to the entire group of people, events or objects that are the center of attention. The population in this study were all Miss Cimory in West Metro, totaling 34 people. Observation This research was carried out by conducting observations or reviews and distributing questionnaires directly at the research site at the Cimory Metro Center. The data analysis method used to process the data and draw conclusions for this research is assisted by the SPSS version 20 program. The data that has been collected will be analyzed using several stages of testing, namely descriptive statistical tests, classical assumption tests (normality test, multicollinearity test) and hypothesis testing using regression testing. multiple, F test, partial test (t) and coefficient of determination test.

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RESULTS AND DISCUSSION

Respondent Characteristics

This chapter provides an explanation of the research findings that were conducted and processed in order to know the influence of incentives and work environment on the performance of Miss Cimory PT. Cisarua Mountain Dairy Lampung. The maker distributed questionnaires at the 34th Miss Cimory Metro Miss Cimory Center.

Validity Test

A validity test is carried out to help you know whether or not the item is valid for each variable.. The validity test is calculated by comparing the calculated r and r table values. Where the value of r count> from r table. The results of the validity test are summarized in Table 1 below.

Table 1. Validity Test

Variables	Indicator	Rcount	Rtable (5%)	Information
Performance (Y)	Y1.1	0.660	0.278	Valid
	Y1.2	0.663	0.278	Valid
	Y1.3	0.584	0.278	Valid
	Y1.4	0.711	0.278	Valid
	Y1.5	0.729	0.278	Valid
Incentive (X1)	X1.1	0.813	0.278	Valid
	X1.2	0.772	0.278	Valid
	X1.3	0.711	0.278	Valid
Environment Work (X2)	X2.1	0.756	0.278	Valid
	X2.2	0.757	0.278	Valid
	X2.3	0.681	0.278	Valid
	X2.4	0.785	0.278	Valid
	X2.5	0.638	0.278	Valid

Source: processed data, 2024

Based on the validity test results summarized in Table 1, it can be seen that all question items from the incentive, work environment and performance variables have a

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calculated r value greater than r table, thus it can be concluded that all statement items are declared valid and can be carried out for further testing.

Reliability Test

In a reliability test, a variable can be said to be reliable if the Cronbach's Alpha value is greater than 0.60.

Table 2 Reliability Test

Variable	Cronbag's Alpha	Role of thumb	Information
X 1	0.630	0.6	Reliable
X 2	0.773	0.6	Reliable
Y	0.652	0.6	Reliable

Source: SPPS Version 20, 2024

Table 2 shows that for all variables, namely incentives, work environment and performance, the Cronbach alpha value for each variable is > 0.60, so it can be said that the reliability test is declared reliable.

Normality Test

The normality test is used to test whether the regression model used is normally distributed or not.

Table 3. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		34
Normal Parameters [a, b]	Mean	0E-7
	Std. Deviation	1.42262039
Most Extreme Differences	Absolute	.127
	Positive	.103
	Negative	-.127
Kolmogorov-Smirnov Z		,740
Asymp. Sig. (2-tailed)		,644

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a. Test distribution is Normal.
b. Calculated from data.

Source: data processed by SPSS *Ver*. 20 (2024)

Based on Table 3 above, the *Asymp.sig value* is 0.644 which can be said to be *asym.sig value* of 0.644 which is higher than 0.05 so it can be said that the data is normal.

Multicollinearity Test

The multicollinearity test aims to find out whether there are independent variables that have a correlation between other independent variables in one module. If the tolerance value is > 0.1 and VIF < 10, it is stated that multicollinearity does not occur.

Table 4. Multicollinearity Test

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8,002	3,179		2,517	.017		
	Incentive	,251	,246	,177	1,023	,314	,663	1,509
	Work environment	,486	,167	,502	2,901	,007	,663	1,509

a. Dependent Variable: Performance

Source: data processed by SPSS *Ver*. 20 (2024)

Based on the results of table 4, if the *Tolarence* and VIF values of the Incentive variable ($X_{1)}$ *the Tolarence value* is 0.663 > 0.1 and VIF 1.509 < 10, and the Work Environment variable ($X_{2)}$ *the Tolarence value* is 0.663 > 0.1 and VIF 1.509 < 10 so It can be concluded that the data does not have multicollinearity.

Heteroscedasticity Test

The Heteroscedasticity Test aims to find out whether in a regression model there is inequality of variance from one observation to another.

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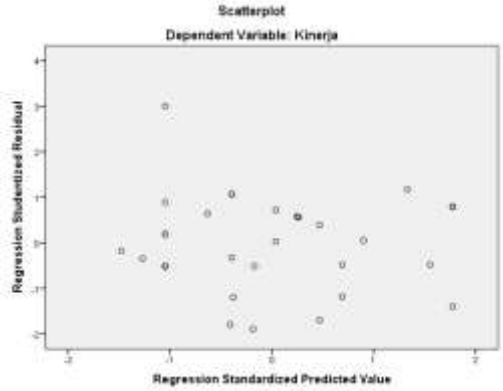


Figure 2. Heteroscedasticity test
Source: data processed by SPSS *Ver*. 20 (2024)

Based on the results of the heteroscedasticity test in Figure 2, it can be seen that the points are spread randomly and are spread both above and below the number 0 and the Y axis, so it can be concluded that the data does not have heteroscedasticity.

Autocorrelation Test

The autocorrelation test aims to test whether the linear regression model has a correlation between confounding errors in the t-1 (previous) period.

Table 5. Autocorrelation Test
Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.621 [a]	,386	,346	1,468	1,425

a. Predictors: (Constant), Work Environment, Incentives
b. Dependent Variable: Performance
Source: data processed by SPSS *Ver*. 20 (2024)

Based on the results of table 5 of the autocorrelation test above, it shows that the DW value is 1.425. This value is compared with the table value using a degree of confidence of 5% with a sample size of 34 and a number of variables (k) of 2, then in the *Durbin Watson table* you will get a dl value of 1, 3325 is du 1.5805. From the values

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obtained, namely dl (1.3325) < dw (1.425) < du (1.580), it can be concluded that there are no problems or symptoms of positive autocorrelation.

Multiple Linear Regression Test

To determine whether there is an influence of each dependent variable on the independent variable, it can be measured through multiple linear regression analysis. In this research, the multiple linear regression model used is Incentives (X1), Work Environment (X2), and Performance (Y). Based on the data processing that has been carried out, using SPSS Version 20, it can be seen from the following table.

Table 6. Multiple Linear Regression Test

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8,002	3,179		2,517	.017		
	Incentive	,251	,246	,177	1,023	,314	,663	1,509
	Work environment	,486	,167	,502	2,901	,007	,663	1,509

a. Dependent Variable: Performance

Source: data processed by SPSS *Ver*. 20 (2024)

Based on the results of the regression processing using the SPSS version 20 program, the multiple linear regression equation can be presented as follows. (Y = 8.002 + 0.251 X_1 + 0.167 $X_{2)}$. The research constant value is 8.002, indicating that if the value of the independent variable is considered constant, it shows that the level of employee performance is not influenced by incentives and the work environment. The incentive coefficient value is 0.251, indicating that if incentives are increased, employee performance will increase by 25.10%. The work environment coefficient value is 0.486, indicating that if a conducive work environment is improved, employee performance will increase by 48.6s0%.

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Hypothesis Testing

T test

A partial test was carried out to determine the influence of each variable X1 and Followingare the results of the t test.

Table 7 t test

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8,002	3,179		2,517	.017		
	Incentive	,251	,246	,177	1,023	,314	,663	1,509
	Work environment	,486	,167	,502	2,901	,007	,663	1,509

a. Dependent Variable: Performance

Source: data processed by SPSS *Ver*. 20 (2024)

From the table it can be :

1. From the results of the incentive test (X1), it is explained that t count < t table 1.023 < 1.690. and has a significant value of 0.314 > 0.05 which explains that partial incentives have not had a positive and significant influence on performance.
2. From the results of the work environment test (X2), it is explained that t count > t table 2,901 > 1,690. and has a significant value of 0.007 < 0.05 which explains that some partial ways of the work environment have a positive and significant influence on performance.

F test

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Table 8. F test

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	41,948	2	20,974	9,735	.001 [b]
	Residual	66,787	31	2,154		
	Total	108,735	33			

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a. Dependent Variable: Performance
b. Predictors: (Constant), Work Environment, Incentives
Source: data processed by SPSS *Ver*. 20 (2024)

The table above shows that the significant value is below 0.05 and the calculated f value > f table 9.735 > 3.28 which indicates that there is an influence between the incentive variable (X1) and the work environment (X2) on the performance variable (Y).

Coefficient of Determination Test (R 2)

Table 9. Determination Coefficient Test (R 2)

Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.621 [a]	,386	,346	1,468	1,425

a. Predictors: (Constant), Work Environment, Incentives
b. Dependent Variable: Performance
Source: data processed by SPSS *Ver*. 20 (2024)

From the results above, it is known that the value of R Squared is 0.386. from the value can be contributed to the variable is below 0.386 or l 38.6%. Can be interpreted as variable performance is influenced by variable incentives and work environment account for 38.6% while the remaining 61.4% is explained by other variables not discussed in the research.

CONCLUSION

Based on the results of the research and discussion, the author draws the following conclusions:

1. Incentives do not have a positive and significant effect on Miss Cimory's performance at the Miss Cimory Metro West Center.
2. The work environment has a positive and insignificant effect on Miss Cimory's performance at the West Metro Miss Cimory Center.
3. Incentives and work environment simultaneously have an influence on Miss Cimory at the Miss Cimory Metro West Center.

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Suggestion

1. The management at the West Metro Miss Cimory Center is to foster, maintain and improve a conducive work environment and provide incentives that are appropriate to employee workload.
2. In this research, the ability of the independent variables (incentives and work environment) to explain the influence of the dependent variable (employee performance). Therefore, future researchers should add other variables that can influence employee performance, such as employee education level, level of discipline and work motivation.

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