

ABSTRACT

M. RAYHAN HAIKAL / 1900861201027/ FACULTY OF ECONOMICS / HUMAN RESOURCE MANAGEMENT / The Influence of Incentives and Physical Work Facilities on Employee Performance of Pt. Enha Putra Jambi / ADVISOR 1ST. Dr. H. SAIYID SYEKH, SE., M.SI., 2nd RASDI, S.PD, MM.

Human resources are something that is very important and cannot be separated from an organization, whether institutional or company. Human resources are also the key that determines the company's development. Employees are not mere resources, but rather capital or assets for institutions or organizations. Because of this, a new term emerged outside of human resources, namely human capital.

This research basically aims to see the effect of incentives and work facilities on the performance of PT. Enha Putra Jambi simultaneously and partially. Apart from that, the author also looked for relevant previous research in the form of previous articles and journals to support this research.

This research used 59 respondents with analysis techniques using multiple linear regression and hypothesis testing using the F test and T test. The type of data used in this research is quantitative descriptive, namely to determine the influence of leadership and job satisfaction which can influence performance. Regression aims to test the relationship between the influence of one variable on other variables. The variable that influences is called the dependent variable, while the variable that influences is called the independent variable.

From the results of processing the regression calculation data, it is obtained that $Y = Y=5.821 + 0.181X1 + 0.753X2$. Meanwhile, from the hypothesis testing carried out, it was found that incentives and work facilities had a positive and significant influence on performance.

The results of the research, data analysis and discussion in this research can be interpreted that Pt. Enha Putra Jambi provides incentives and job satisfaction to its employees and employees are also satisfied with the work provided and other attitudes. Apart from that, there is a positive and significant influence between work facility incentives on performance of 58.70% and the remaining 41.30% is influenced by other variables outside the research model.