



The Effect of Rewards on Employee Performance in the Future

New Normal At Pt. Slj Global Tbk in Samarinda City

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Abstract

The purpose of this study was to determine whether there is an influence between the giving of rewards to the performance of employees in the New Normal period at PT. SLJ GLOBAL Tbk Samarinda. In this study, the population selected in the production office was 100 people. The sampling technique used in this study is probability sampling with a total sample of 80 people. The data analysis technique used is the Simple Regression Analysis technique with the results that there is an influence between the variables of giving rewards to employee performance, it can be seen in the value of the coefficient of determination (R^2) which is 0.904, so from these results it can be concluded that reward giving is influenced by employee performance by 90% while 10% is influenced by other variables not included in this study. The awarding of rewards obtained t-count greater than t-table of $27.163 > 1.991$ with a significant level of result of $0.000 < 0.05 (\alpha = 0.05)$. Theoretical benefits of research Provide analytical information that the research can provide benefits in the development of studies regarding the effect of reward giving on employee performance in the New Normal period. Meanwhile, practically for companies, it is hoped that this research will help companies analyze existing rewards in the company and be able to provide suggestions to get input on giving rewards to companies.

Keywords: Employee performance, new normal, and simple regression analysis

1. Introduction

The development of the industrial world is currently growing along with the times so that the level of competition in the production sector is also getting higher (Milićević et al., 2017). Along with these developments, the problems experienced by the company are increasingly complex because the company faces more competitors. Getting competent workers is a dream for HRD and the company. Competent workers can contribute greatly to accelerate the company's growth, so its existence is very important. Therefore, retaining competent and well-performing employees is one of the biggest challenges for HRD practitioners and companies.

Currently the company is facing the Covid-19 pandemic situation which has resulted in obstacles in the production process and employee performance (Donthu and Gustafsson, 2020). However, the company is required to be able to achieve product sales in accordance with the expected target through improving the quality of human resources (HR) services in the New Normal period. The quality of employees can be seen from the performance of employees in the company's production process. Employees are one of the turnover or strengths possessed by a company, where the company will develop and achieve the targets set based on the quality of the performance of employees in the company.

The condition of the company that may become unstable will trigger worries from every worker. As we know, many companies have been forced to reduce the number or lay off their employees as a result of the COVID-19 pandemic that hit Indonesia. With many considerations, management is usually forced to release daily workers and not renew contract employees, taking into account employees who have good potential and performance, so the company will easily give rewards to employees as a form of retaining these employees. more and employees who are senior and qualified.

PT. SLJ Global Tbk also has many employees who have different characters from other employees. In the process of carrying out tasks and income from wages, employees also expect bonuses or rewards from what has been done or achieved in work at PT. SLJ Global Tbk. Giving rewards to employees who have good performance or maximum achievement can produce optimal results and will affect the performance of employees in the company.

2. Literature Review

2.1. Reward

Reward or appreciation is a reward given by the company to employees on the basis of the sacrifice of time, energy, and thoughts. Rewards are one of the strategies used by Human Resources Managers to attract and retain suitable employees and facilitate them to improve performance through motivation and to comply with employment laws and regulations. As a result of these pressures, HR managers seek to design reward structures that facilitate the organization's strategic goals and individual employee goals. The reward system is very important for an organization (Došenović, 2016).

The main objectives expected by the company from the reward program are as follows:

- 1) Attract qualified people
- 2) Keeping employees coming to work
- 3) Motivate employees to achieve high performance

According to Kadarisman, the indicators for reward (awards) are as follows:

1. Wages
2. Salary
3. Incentives
4. Allowance
5. Promotion

2.2. Performance

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 authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not violating the law. and in accordance with morals and ethics (Anitha, 2014).

Employee performance is basically the results achieved and achievements. Performance refers to sticking to plans while aiming for results. Even so, performance evaluation is the heart of work management. Employee performance is very important in managing human resources. Human resources are one of the determining factors for the success of a company with decent and fair employees. Companies cannot provide rewards based on likes or dislikes. Unfair rewards and punishments will cause social jealousy among employees, thus triggering a negative working relationship and of course having an impact on employee performance (Siddiqui, 2014).

Performance standards are the expected level of a certain job to be completed, and is a benchmark (benchmark) on the goals or targets to be achieved, while the work results are the results obtained by an employee in doing work according to job requirements or performance standards.

Measurements of performance variables are obtained from direct supervisors, people in charge, and colleagues according to Becker & Klimoski, the performance indicators are as follows:

- a. Quality of Work
- b. Job Quantity
- c. Attitude
- d. Cooperation
- e. Communication
- f. Overall Performance

3. Materials and Methods

3.1. Materials

In this study, researchers used questionnaires and documentation techniques to collect data at PT. SLJ GLOBAL TBk Samarinda City. Questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents to answer. Questionnaires given to respondents are data in the form of statements regarding the effect of giving rewards on employee performance using a Likert rating scale which contains four levels of answer choices regarding the respondent's agreement with the statements made.

Table 1. Likert scale

| No | Abbreviation | Description | Score |
|----|--------------|-------------------|-------|
| 1 | SD | Strongly Disagree | 1 |
| 2 | D | Disagree | 2 |
| 3 | N | Neutral | 3 |
| 4 | A | Agree | 4 |
| 5 | SA | Strongly Agree | 5 |

While documentation is digging information or knowledge that has to do with research through documentation of activities. In this case, namely the activities carried out by PT. SLJ GLOBAL Tbk in Samarinda in implementing strategies to improve employee performance. including: object, location, data & informations, and tools used in data analysis.

3.2. Methods

The method used in this study is a quantitative method. Quantitative research method is a research method based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing predetermined hypotheses. In this study the population taken is in the production office at PT. SLJ GLOBAL Tbk Samarinda is 100 people. The number of samples taken is 80 people using probability sampling technique.

4. Results and Discussion

4.1. Validity Test

Table 2. Test the Validity of the Reward Giving variable (X)

| Indicator Variable | Code | Correlation (r count) | R Table | Description |
|--------------------|--------|-----------------------|---------|-------------|
| Wages | RG 1.1 | 0.381 | 0.2199 | Valid |
| | RG 2.2 | 0.597 | 0.2199 | Valid |
| Salary | RG 2.1 | 0.718 | 0.2199 | Valid |
| | RG 2.2 | 0.623 | 0.2199 | Valid |
| Incentives | RG 3.1 | 0.253 | 0.2199 | Valid |
| | RG 3.2 | 0.673 | 0.2199 | Valid |
| Allowance | RG 4.1 | 0.718 | 0.2199 | Valid |
| | RG 4.2 | 0.448 | 0.2199 | Valid |
| Promotion | RG 5.1 | 0.517 | 0.2199 | Valid |
| | RG 5.2 | 0.622 | 0.2199 | Valid |

Source: Processed primary data (2021)

From Table 2, it can be concluded that all the items of the Reward Giving statement (X) are valid, where the value of the statement items has a value of $r \text{ count} > 0.2199$. To find out the validity test of the Reward Giving variable on employee performance (Y), it is said to be valid because the indicator variable Wages, Salaries, Incentives, allowances, promotions, aggressiveness and stability or stability is more than the number $r \text{ table}$ or 0.2199.

Table 3. Test the Validity of the Employee Performance variable (Y)

| Indicator Variable | Code | Correlation (r count) | R Table | Description |
|--------------------|--------|-----------------------|---------|-------------|
| Quality of Work | EP 1.1 | 0.431 | 0.2199 | Valid |
| | EP 1.2 | 0.594 | 0.2199 | Valid |
| Job Quantity | EP 2.1 | 0.376 | 0.2199 | Valid |
| | EP 2.2 | 0.658 | 0.2199 | Valid |
| Attitude | EP 3.1 | 0.635 | 0.2199 | Valid |
| | EP 3.2 | 0.512 | 0.2199 | Valid |
| | EP 3.3 | 0.511 | 0.2199 | Valid |

| | | | | |
|---------------------|--------|-------|--------|-------|
| Cooperation | EP 4.1 | 0.522 | 0.2199 | Valid |
| | EP 4.2 | 0.513 | 0.2199 | Valid |
| Communication | EP 5.1 | 0.549 | 0.2199 | Valid |
| | EP 5.2 | 0.446 | 0.2199 | Valid |
| Overall Performance | EP 6.1 | 0.617 | 0.2199 | Valid |
| | EP 6.2 | 0.635 | 0.2199 | Valid |

Source: Processed primary data (2021)

Judging from the results from Table 3, it can be concluded that all statement items for the employee performance variable are valid, where the value of the statement items has a correlation r value of > 0.2199 seen from the results of the validity value.

4.2. Reliability Test

Table 4. Reliability Test Results

| Items | Cronbach's Alpha | Description |
|--------------------------|------------------|-------------|
| Reward Giving (X) | 0.741 | Reliable |
| Employee Performance (Y) | 0.770 | Reliable |

Source: Processed primary data (2021)

Based on the test results in the table above, it can be seen that the Croanbach's Alpha value of all variables is greater than 0.6. So, it can be concluded that the variable Rewards and Employee Performance variables can be declared reliable.

4.3. Simple Linear Regression Analysis Results

Table 5. Simple Linear Regression Analysis Results

| Independent Variable | Independent Variable | t count | Probability (Sig. t) |
|---|----------------------|---------|----------------------|
| Reward Giving (X) | 0.951 | 27.163 | 0.000 |
| Konstanta | 1.984 | | |
| F count | 737.806 | | |
| R ² | 0.904 | | |
| Adjusted R ² | 0.903 | | |
| R | 0.951 | | |
| Dependent variable Employee performance (Y) | | | |

Source: Processed primary data (2021)

The results in Table 5 above, that the calculation of the simple linear regression analysis that has been carried out shows that there is an influence between the variables of giving rewards on employee performance, it can be seen in the value of the coefficient of determination (R²), which is 0.904, so from these results it can be concluded that rewarding is influenced by employee performance is 90% while the remaining 10% is influenced by other variables not included in this study. It is clear that these variables have a considerable influence on this study and it is also known that the results of the simple regression analysis of this study are:

$$Y = 1.984 + (0.951X) + e$$

From the equation of the line above, the results can be interpreted as follows:

Y = Employee performance variable at PT. SLJ Global Tbk whose value will be predicted or influenced by independent variables. In this study, the dependent variable is the performance of employees at PT. SLJ Global Tbk in the city of Samarinda, employee performance (Y) whose value is predicted or influenced by the variable of Reward (X).

a = constant or face value of 1.984.

b = 0.951 is the slope or direction coefficient of the reward variable (X) on employee performance (Y). The regression coefficient (b) is 0.951 with a positive sign. This means that the giving of rewards affects the

performance of employees in the company, from the results of the analysis it can also be seen that the performance of employees is influenced by the provision of good rewards.

e = Residual value or possible error of the regression equation model, which is caused by the possibility of other variables that can affect the employee performance variable (Y) but are not included in the equation model

4.4. Hypothesis Testing Results (T Test)

To test whether the reward variable has a significant effect on the employee performance variable or not, the t-test (t-test) is used, namely by comparing t-count with t-table, from the analysis results obtained t-count value of 27.163 with a significance level of 0.000, using the level of confidence 50% ($\alpha = 0.05$) and degrees of freedom or $df = n-2 = 80 - 2 = 78$ obtained a t-table value of 1.991, then $27.163 > 1.991$ ($\alpha = 0.05$) it can be said that, t count is greater than t table.

After knowing all the results of these explanations and calculations, it can be seen that the hypothesis proposed in this study has received support, namely the statement H_a can be accepted and the statement H_0 is rejected because the t arithmetic value $>$ from t table, so it is in accordance with the research hypothesis that the statement H_a is accepted. and it can be concluded that the variable of giving rewards has a significant effect on employee performance in the New Normal period at PT. SLJ Global Tbk Samarinda and obtained the value of the regression coefficient is 0.951, meaning that the variable rewarding employee performance falls into the coefficient range $> 0.75 - 0.99$ with a very strong correlation.

5. Conclusion

Based on the results of several tests and answers from research respondents entitled the effect of giving rewards to employee performance in the New Normal period at PT SLJ GLOBAL Tbk Samarinda City, this study answers the research problem formulation that there is a significant effect of Reward Giving on Employee Performance in the New Normal period at PT. SLJ Global Tbk in Samarinda City. Rewards with five indicators, namely Wages, Salaries, Incentives, allowances, promotions have a significant influence on Employee Performance.

From the results of research conclusions, the authors recommend in the form of suggestions as follows:

1. Company

a. Giving Rewards in the New Normal period at PT SLJ GLOBAL Tbk Samarinda City can be done well, but the company must always evaluate every Reward Giving in the company so that the system that is shared can be understood and implemented by all employees in the company. in this company, both with superiors with employees as well as a merger, both in the office and in the field, so that Rewards in a company are not only for line superiors but all employees and employees who work in this company.

b. companies need to provide a form of work spirit in understanding how to give rewards to employees who have carried out their work, especially those in the production office because considering the workload so that they can make employees always improve their work ethic that supports increasing employee performance in the future.

2. For Further Researchers

The variables used in this research are very few, namely only two variables, therefore in future research can add other variables related to Reward Giving. So that it can provide a broader picture of what factors affect the provision of rewards on employee performance

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