

THE ANALYSIS OF THE INFLUENCE OF MOTIVATION, COMPETENCE, AND INCENTIVE TOWARD EMPLOYEE PERFORMANCE AT PT SIANJUR RESORT, A HOUSING DEVELOPER OF OMA DELI MEDAN, INDONESIA

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Abstract:

This research aims to find out the influence of motivation, competence, and incentive variables toward employee performance. Population of this research is all employees of PT. Sianjur Resort, Medan, Indonesia that is, 37 people. The sample is selected using total population sampling method. The data is collected using questionnaires, while it is analyzed using multiple linear regression analysis. The research results prove that motivation, competence, and incentive simultaneously give significant influence toward employee performance. Motivation, competence, and incentive partially give significant influence toward employee performance. It is recommended that PT. Sianjur Resort pay more attention to aspects that can increase employee performance such as giving incentive regularly and fairly so that there is no negative perception among employees about discriminative behaviour by the employer in term of giving incentive. It is also suggested that PT. Sianjur Resort's employees increase their performance based on motivation, competence, and incentive that have been given, such as increasing self-competence without waiting for the command from the employer, so self-performance can be more increased.

Keywords: Motivation, competence, incentive, employee performance.

JEL Codes: J83, M51, O15, Q31