

# THE INFLUENCE OF INCENTIVE PROGRAM TOWARDS EMPLOYEE MOTIVATION – A CASE STUDY OF PACKING DEPARTMENT’S EMPLOYEE, PT SAN FU INDONESIA

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## Abstract

This study is focusing on the role of human resources by exploring the influence of incentive towards the work motivation. The method used in this research is quantitative research method. The primary and secondary data used by researchers obtained through direct observation to the Packing Section at PT. San Fu Indonesia, as well as making a questionnaire submitted to the management of the company to then be submitted to the employees of Packing Section as the subject of this study. The respondents were the employees with the total numbers of 65 employees.

The result shown that the incentives to employees Packing Section PT. San Fu Indonesia according to the results of the responses of respondents is in the category of moderate (average). The work motivation description is also in the category of moderate (average). This can be seen from the highest to the lowest sub-variables. The sub variable needs for power (need for power) has the highest score compared with other indicators. While the lowest variable of work motivation is the need for achievement (need for achievement).



Incentive, work motivation, human resources.

## I. INTRODUCTION

**H**uman resource is the key to the totality of the organizational work mechanism. In other words, human resources have a central role in the process of building a structured state, toward the achievement of corporate objectives. This is in accordance with the thought of Gomes (Prabowo, 2012: 2) stating that the resources available within the organization, human resources play a central and most decisive role. This means that although it is recognized that non-human assets including nature still play an important role, but without the support of qualified human resources then everything will just be in vain.

The situation above should make human resources as the main commodity of the company that must be considered, maintained and prioritized its position. Thus the commitment to make contributions in carrying out every function and duties will work well and maximally.

Recognizing the importance of the role and position of human resources in supporting the success of the company, the company is expected to be able to direct employees to motivate themselves to a certain level so that they can perform in accordance with the function and division of duties. In the context of organizational work, employee motivation hypothetically gives a positive influence on the effectiveness and efficiency of the company's work in achieving the goal.

Job motivation problems can occur in all forms of companies, especially large-scale enterprises. PT. San

Fu Indonesia, which is one of the companies that experienced it, is engaged in the industry that produces paper for worship purposes with bamboo raw materials established in 2002. The company is located in Kampung Ciater, Desa Ciparung Sari. District Cibatu Kab. Purwakarta. The company have been operating for more than fourteen years, concern on the employee performance, including work motivation.

Based on the results of preliminary studies that the authors do through an informal interview with Officer PT. San Fu Indonesia, the result shown that there is no conformity of vision and mission with real field condition, where the performance obtained by employees of PT. San Fu Indonesia is still not optimal yet. This is due to the lack of encouragement of leaders in directing and raising the morale of employees, so that the visible motivation on the employees of PT. San Fu Indonesia often experience fluctuations.

Furthermore, the authors make observations on the Packing Section PT. San Fu Indonesia, where the process of paper packing is done. The phenomenon of employee motivation is still low in Part Packing PT. San Fu Indonesia is as follows:

1. Lack of encouragement of leaders in directing and raising the morale of employees, so that the visible motivation in the employees of packing department of PT. San Fu Indonesia often experience fluctuations. This situation can be seen from employee attendance level in table 1.1 and graph as follows:

Tabel 1  
Absentheism Record Recapitulation  
Packing Department - PT. San Fu Indonesia  
Year of 2015

Month	Workin g Days	No.of Employees	Presence	Absent			Attendance Procentage (%)	Absent Procentage (%)
				Leave without permiss ion	Leave with permi sion	Sickness		
January	26	196	95	8	77	16	1,86 %	1,98 %
February	23	196	98	6	78	14	2,11 %	2,17 %
March	25	189	86	3	83	17	1,82 %	2,18 %
April	25	189	108	8	62	11	2,29 %	1,71 %
May	25	189	102	7	66	14	2,16 %	1,84 %
June	25	189	93	7	75	14	1,97 %	2,03 %
July	26	189	96	6	67	20	1,95 %	1,89 %
August	25	187	71	7	89	20	1,52 %	2,61 %
September	25	187	108	11	53	15	2,31 %	1,78 %
October	26	187	73	14	81	19	1,50 %	2,34 %
November	24	187	101	7	67	12	2,25 %	1,92 %
December	26	187	117	5	53	12	2,40 %	1,44 %

Source: PT. San Fu Indonesia, 2015

Based on the above data, it can be seen that the frequency of employee absences of Packing Section PT. San Fu Indonesia has fluctuated. The highest number of employee absences was recorded in August of 116 people with a percentage of 2.61%. It is clear that every month there are employees who do not come to work, either because of leave, sick or negligent (without explanation).

2. Lack of employee work motivation at Packing Department of PT. San Fu Indonesia was also seen in the employee performance appraisal data that is calculated through the Unit / Individual Performance Management System (SMKU / I). Assessment of employee performance in Packing Section PT. San Fu Indonesia itself is determined by three major factors, including the quantity of work, the quality of work and the level of employee attendance during working hours. All three indicators are calculated and averaged, and then compared with the target performance achievements set by the company for each individual.

3. High rate of complaints. There were

around 75 cases that cause complaints from the consumer due to the improper handling and services provided by the packing department.

The above condition will certainly harm the company. Lack of employee motivation is indicating that the weakness of factors that have been considered capable of improving employee work motivation, however in fact it does not show maximum results and effective yet. The tendency to rise and fall of employee motivation needs to be addressed by the company in order to maintain the stability of working mechanism towards a more conducive. The company is required to be more sensitive in responding to the problems concerning the condition of its employees, since the success of the company to achieve its goals is a result of the reflection of the ability and work (performance) of human resources.

Many companies believe that the creation of a relatively high work motivation is influenced by the rewards or rewards given by the company. One of the efforts that can be taken by the company to create such condition is through incentive program as a means of motivation in the sense of stimulants or incentives given deliberately to the workers so that in themselves arise greater spirit to excel for the company. Provision of incentives is expected to cope with increasingly complex workplace issues such as low performance and lack of employee interest in the absence of additional income other than basic salary. Progressive incentives according to career ladder is believed to be able to spur the performance of the employees to always be at the highest level (optimal) in developing the capabilities possessed.

Based on the background of the above research, the authors formulate the problem of this study as follows: (1) how does the incentive picture in Packing department at PT. San Fu Indonesia?, (2) how to describe the work motivation in the Packing department at PT. San Fu Indonesia? (3) how is the influence of incentive towards work motivation of employee in the Packing department at PT. San Fu Indonesia?

## II. LITERATURE STUDY

### II.I. Incentive

In accordance with the opinion Handoko (2014: 155) said that: "One way to improve employee performance, motivation and satisfaction is to provide incentives". In line with Danim's opinion (2012: 14) that: "Many factors that can generate employee motivation, such as work climate, managerial style, incentives, and positive competition". Hanggraeni (2012: 153) states that in simple terms incentives can be interpreted as one form of corporate compensation to pekerjannya based on the performance it shows. The better the performance the worker displays the more incentives he will receive.

Danim (2012: 42) adds that behavioral incentives are an integral part of motivational effort, especially in terms of external dimensions. Organizational human beings are always challenged by economic, non-economic, and semi-economic demands. The third is very dominant for one's motivation.

While Handoko (2014: 176) states that:

"The purpose of an incentive system is essentially to increase employee motivation in trying to achieve organizational goals by offering a financial incentive above and beyond basic wages and salaries." Sujak (Mangkunegara, 2015: 89) also argues that: "The award of incentives on the basis of high work performance is a sense of recognition from the organization towards employee performance and contribution to the organization".

Based on the above definition of incentives, it can be concluded that incentives are a deliberate impetus to employees for the purpose of building, maintaining, and strengthening employees' expectations in order to generate greater morale and achievement for the organization.

### II.II. The purpose of Incentives

Handoko (2014: 176) states that the purpose of providing incentives is essentially to increase employee motivation in trying to achieve organizational goals by offering a financial incentive above and beyond basic wages and salaries. Different types of incentive plans are aimed at different types of employee behavior. While Simamora (2015: 514) discloses in general, two incentive strategy goals are to motivate executives to maximize company growth and profitability and to hold prominent executives and attract executives from outside the labor market.

According Sarwoto (Suwatno and Priansa, 2014: 235-236) incentives are divided into two groups, the two types of incentives are :

(1) Material Incentives, that is the incentive power that is given to employees based on their work performance, which shaped or goods. Some employee incentives

include:

#### **A. Bonus**

Bonus is money paid in return for the work done. In companies that use an incentive system typically a few percent of a profit that exceeds a certain amount is put into a fund and then the amount is subdivided between the party to be awarded a bonus.

#### **B. Commission**

The commission is a bonus paid to a salesperson who earns good sales and is commonly used as part of the sale.

#### **C. Profit Sharing**

Profit sharing is an incentive employee receives from part of the net income.

#### **D. Deferred Compensation**

#### (2). Non-material incentives

It can define as the incentive power given to employees in the form of appreciation, inauguration based on his work performance. Some non-material incentives include:

- A. Official granting of titles.
- B. Giving a mark or a medal.
- C. Awarding of award certificates.
- D. Oral or written praise.
- E. Promotion.
- F. Granting the right to use any attribute of office.
- G. Provision of special equipment in the workspace.
- H. Granting the right to be buried heroes.
- I. A formal and informal thank you.

## **II.III. Function of Human Resources**

According to Hasibuan (2014: 21-23), human resource management functions include:

### **1. Planning**

Planning (human resources planning) is to plan the workforce effectively and efficiently to fit the needs of companies in helping the realization of goals. Planning can be done through setting employment program. Personnel programs include organizing, rewarding, controlling, procurement, development, compensation, integration, maintenance, discipline and dismissal of employees. A good staffing program will help achieve company goals, employees and society. Work environment is one of the factors of Human Resource Management function, precisely the function of planning. The function of planning is directly related to the employees working in the organizational environment. Thus the work environment within an organization will affect all activities of the organization.

### **2. Organizing**

Organizing is an activity to organize all employees by assigning a division of labor, employment, delegation of authority, integration, and coordination in the organization chart. Organizations are only a means to an end. With a good organization will help the realization of goals effectively.

### **3. Briefing**

Direction (directing) is an activity to direct all employees, to want to work together and work effectively and efficiently in

helping the achievement of corporate goals, employees and the community. Directed by the leader by assigning subordinates to do all the tasks well.

#### **4. Control**

Controlling is the activity of controlling all employees to comply with company regulations and work according to plan. In the event of any deviation or error, a corrective action and improvement of the plan shall take place. Employee control includes attendance, discipline, behavior, cooperation, job execution, and maintaining work environment situations. Supervision of workers into the function of controlling in the presence of continuous control and also requires precision in order to achieve corporate objectives.

#### **5. Procurement**

Procurement is the process of withdrawal, selection, placement, orientation and induction to get employees that fit the needs of the company. Good procurement will help to achieve goals.

#### **6. Development**

Development is the process of enhancing the technical, theoretical, conceptual, and moral skills of employees through education and training. The education and training provided should be in accordance with current and future employment needs.

#### **7. Compensation**

Compensation (compensation) is the provision of direct (direct) and indirect (direct) remuneration, money or goods

to employees in return for services provided to the company. The principle of compensation is fair. Fairly defined in accordance with his work performance, worthy means can meet the primary needs and guided by the government's minimum wage revenues based on internal and external consistency.

#### **8. Integration**

Integration is an activity to unite the interests of the company and the needs of employees, in order to create harmonious and mutually beneficial cooperation. Companies earn profits, employees can meet the needs of the work. Integration is important and difficult in MSDM, as it brings together two opposing interests.

#### **9. Maintenance**

Maintenance (maintenance) is an activity to maintain or improve the physical condition, mental, and employee loyalty, so they still want to work until retirement. Good maintenance is done with welfare programs based on the needs of most employees and guided by internal and external consistency.

#### **10. Discipline**

Discipline is the most important function of MSDM and the key realization of goals because without good discipline difficult to realize the maximum goal. Discipline is the desire and awareness to comply with company rules and social norms.

#### **11. Termination**

A separation is the breaking down of a person's work relationship. The dismissal

is due to employee desires, corporate wishes, employment contract expires, retirement, and other reasons. Incentives fall into the MSDM compensation function and employee work motivation including into the integration function of MSDM.

## **II.IV. Motivation**

Hasibuan (2014: 97-98) states that motivation objectives are as follows:

1. Encourage the passion and morale of employees.
2. Improve employee morale and job satisfaction.
3. Increasing employee work productivity.
4. Maintaining the loyalty and stability of company employees.
5. Increase the discipline and lower the absenteeism of employees.
6. Effective employee procurement.
7. Create a good atmosphere and working relationship.
8. Increase creativity and employee participation.
9. Improving employee well-being.
10. Enhance employees' sense of responsibility for their duties.
11. Improve the efficiency of the use of tools and raw materials, and so forth.

Hasibuan (2014: 146: 147) also stated that the principles of motivation include the principles of participation, communication, recognition, delegated authority, and reciprocal attention. The following explanation is:

### **1. Principle of Include**

The purpose of inviting subordinates to participate and provide opportunities to them to propose ideas, recommendations in the decision-making process. In this way subordinates feel responsible for the achievement of corporate goals so that morale and passion of work increases.

### **2. Communication Principles**

The point is to clearly inform about the goals to be achieved, how to do, and constraints faced. With the principle of communication, employee motivation will increase, because the more a person knows a problem, the greater the interest and attention to it.

### **3. The Principle of Recognition**

It means giving a reasonable appreciation and recognition appropriately to subordinates for the achievement of work achieved. Subordinates will work and more diligently, if they continue to receive recognition and satisfaction from their efforts.

### **4. The principle of delegated authority**

What is meant by the principle of delegated authority is to delegate some authority and freedom to make decisions and to creativity and to perform the duties of a superior or manager. In this delegation, managers must ensure that trustworthy employees are able to accomplish their tasks well. This principle will motivate the morale and passion of subordinate work so that the higher and the enthusiasm.

### **5. The Principle of Mutual Attention**

The principle of mutual concern is to motivate subordinates by exposing the activities or expectations of the company in addition to trying to meet the needs of subordinates and companies expected. With this principle is expected to increase work performance.

### III. METHODOLOGY

The method used in this research is quantitative research method. This method is called the quantitative method because the research data in the form of numbers and analysis using statistics. Sugiyono (2014: 13) points out that quantitative research methods can be interpreted as a research method based on positivism philosophy, used to examine the population or a particular sample, sampling techniques are generally done randomly, data collection using research instruments, quantitative / statistical data analysis with the aim to test the hypothesis has been established”.

The primary and secondary data used by researchers obtained by way, field research through direct observation to the Packing Section at PT. San Fu Indonesia, as well as making a questionnaire submitted to the management of the company to then be submitted to the employees of Packing Section as the subject of this study. While the secondary data used by researchers in the form of books, previous research reports, journals, papers, and various sources of articles from the internet.

Based on Slovin Formula calculations, the sample size used in this study with the level of error 10% obtained the number of samples is 65 samples, so in this study the sample size is 65 respondents from the employees of Packing Section in PT. San Fu Indonesia.

### IV. RESULT AND DISCUSSION

#### IV.I. Brief Profile of PT San Fu

PT. San Fu Indonesia is located in Ciparungsari Village, Cibatu District, Purwakarta District. PT. San Fu Indonesia is engaged in the paper industry (pulp and paper industry) producing paper worship with raw materials from bamboo. PT. San Fu Indonesia has obtained an industrial business license issued by the Industry, Trade and Investment Agency of Purwakarta Regency in 2002 with the maximum allowable production amount of 12,000 tons / year with the marketing objective entirely exported to Taiwan. The current condition of PT. San Fu Indonesia employs the employees needed for production operations of about 800 people.

The vision of PT. San Fu Indonesia is:

Being the world’s number one high-quality paper production company with international standards in the 21st century that is committed to providing the best for our customers, shareholders, employees and society.

While the mission of PT. San Fu Indonesia is:

1. Increase worldwide market share.
2. Using the latest technology in developing new products.
3. Improve human resources through training.
4. Realizing ongoing business commitment in all activities.

#### IV.II. The Respondent Feedback on Incentive Program

Based on the survey, the result of respondents’ feedback can be seen through this table :



Tabel 2 . Respondent Feedback on Incentive

No.	Sub Variabel	Skor Actual	Total Item	Skor Average
1.	Insentif Material	1522	6	254
2.	Insentif Non Material	3420	13	263
Total		4942	19	

Source : Working field, 2015

Based on Table 2, it can be seen that the highest score on the incentive variable is a sub variable of non-material incentives with an average score of 263. Marwansyah (2014: 294-296) says that non-material incentives are given in recognition of work-related performance, advice given to companies or community service activities such as many companies that have awards programs such as placards, certificates, holidays, leave and other incentives that are not in the form of money.

The lowest score is in sub variable material incentives with an average score of 254. Handoko (2014: 176) says that the purpose of providing material incentives is essentially to increase employee motivation in trying to achieve organizational goals by offering a financial incentive above and beyond basic wages and salaries. Different types of incentive plans are aimed at different types of employee behavior.

To explain the description of the variable X (Incentives), the author performs the following steps:

1. Determine the number of Criteria Score (SK)

High Score (ST) on questionnaire = 5

Number of Items (JB) = 19

Number of Respondents (JR) = 65

Thus SK = ST X JB X JR

$$= 5 \times 19 \times 65 = 6175$$

2. Comparing the total score of the questionnaire results for the variable X with the number of Criteria Score to find the total score of questionnaire results of variable X by using the formula:

$$X_i = X_1 + X_2 + X_3 + \dots + X_{65}$$

Information:

$$X_i = \text{questionnaire score result}$$

$$X - X_{65} = \text{questionnaire score from each respondent}$$

$$X_i = 3898$$

3. To see how the respondents perceived incentives, then made a comparison as follows:

$$\frac{X_i}{SK} = \frac{3898}{6175} \times 100\% = 63,13\%$$

So, incentives as respondents meet 63.13%.

4. Creating Regional Criteria Category

To see how the incentive of respondents as a whole, the authors use the category by calculating the lowest total score and the highest of the weight of the instrument as follows:

$$\text{Highest Score} = ST \times JB \times JR = 5 \times 19 \times 65 = 6175$$

$$\text{Lowest Score} = SR \times JB \times JR = 1 \times 19 \times 65 = 1235$$

Next is calculated Range with the following formula:

$$R = \frac{ST - SR}{3} = \frac{6175 - 1235}{3} = 1647$$

Based on the above calculation, it can be determined the criteria of high, medium, and low size criteria, namely:

$$\text{Low} = 1235 + 1647 = 2882$$

$$\text{Medium} = 2882 + 1647 = 4529$$

$$\text{High} = 4529 + 1647 = 6176$$

5. Specify the continuum area for the X variable as shown in the following figure:

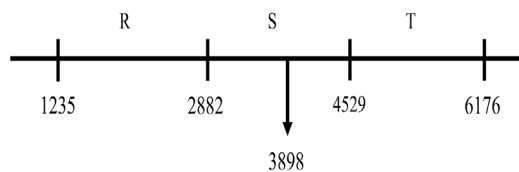


Figure 1. Position of Variabel Insentif in Continuum

From the above figure, it can be seen that:

The high area lies between 4529-6176

The area is located between 2882-4529

The lower area lies between 1235-2882

From result of calculation, obtained  $X_i = 3898$ , so it is concluded that  $X_i$  is in medium continuum area. Incentive Packing Section PT. San Fu Indonesia is quite consistent, such as incentives given during certain periods oriented to the planned objectives. According to Marwansyah (2014: 293) stated that the incentive system links compensation with performance, since the reward is performance, not seniority or number of hours worked. Although it can also be given to groups, incentives are usually given in return for individual work behaviors.

#### IV.III. General Description of Respondent on Variable Y (Work Motivation).

The second variable to be described is the work motivation defined as the enabling of the driving force that creates the enthusiasm of one's work, so that they will cooperate, work effectively and integrate with all their efforts to achieve satisfaction (Hasibuan, 2014: 95).

Description of the respondents is using SPSS application version 23.0. In this study, examined responses of respondents consisting of 65 employees of Packing Section PT. San Fu Indonesia about work motivation variable consisting of sub variable of requirement of achievement (need for achievement), need for affiliation (need for affiliation), need for power, as described in some statement and summarized in questionnaire.

#### IV.IV. The Respondent Feedback on Work Motivation

Below is the description on work motivation feedback from the respondent.

Table 3. The Respondent Feedback on Work Motivation

No.	Sub Variabel	Skor Aktual	Total Item	Skor Rata-rata
1.	Kebutuhan Akan Prestasi (Need for Achievement)	1293	5	259
2.	Kebutuhan Akan Afiliasi (Need for Affiliation)	1884	7	269
3.	Kebutuhan Akan Kekuatan (Need for Power)	1359	5	272
<b>Total</b>		<b>4532</b>	<b>17</b>	

Based on the above table, it can be seen that the highest score in the sub-variable of work motivation is the need for power with an average score of 272. Hasibuan (2014: 113) says that the need for power (power for power) is a driving force that motivates the morale of an employee. Hence the need for power that stimulates and motivates one's passion and mobilizes all capabilities to achieve the best possible power or position in the organization.

The lowest score is in the sub-variable needs for achievement (need for achievement) with an average score of 259. Hasibuan (2014: 112) said that:

The need for achievement (need for achievement) is the driving force that motivates one's work morale. Therefore the need for achievement will encourage a person to develop creativity and direct all the capabilities and energy he has in order to achieve optimal performance.

To explain the description of variable Y (Work Motivation), the author perform the following steps:

1. Determine the number of Criteria Score (SK)

High Score (ST) on questionnaire = 5

Number of Items (JB) = 17

Number of Respondents (JR) = 65

Thus SK = ST x JB x JR

= 5 x 17 x 65 = 5525

2. Comparing the total score of the questionnaire results for the variable Y with the number of Criterium Score to find the total score of questionnaire results of variable Y by using the formula:

$$Y_i = Y_1 + Y_2 + Y_3 + \dots + Y_{65}$$

3. To see how the respondents perceived incentives, then made a comparison as follows:

$$\frac{Y_i}{SK} = \frac{3345}{5525} \times 100\% = 60,54\%$$

Thus, the work motivation meets at 60.54%.

To see how the condition of the work motivation of respondents as a whole, the authors use the categories by calculating the lowest total score and the highest of the weight of the instrument as follows:

$$\text{Highest Score} = ST \times JB \times JR = 5 \times 17 \times 65 = 5525$$

$$\text{Lowest Score} = SR \times JB \times JR = 1 \times 17 \times 65 = 1105$$

Next is calculated Range with the following formula:

$$R = \frac{ST - SR}{3} = \frac{5525 - 1105}{3} = 1473$$

Based on the above calculation, it can be determined the criteria of high, medium, and low size criteria, namely:

$$\text{Low} = 1105 + 1473 = 2578$$

$$\text{Medium} = 2578 + 1473 = 4051$$

$$\text{High} = 4051 + 1473 = 5524$$

Next, is specifies the continuum area for the Y variable as shown in the following figure:

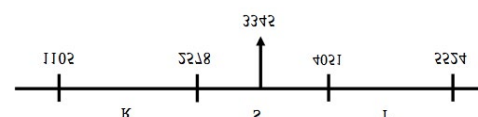


Figure 3. Position of Work Motivation Variables in Continuum

From the above figure it can be seen that:

The high area is located between 4051-5524

The area is located between 2578-4051

The lower area lies between 1105-2578

From the calculation results, obtained  $Y_i = 3345$ , so it is concluded that  $Y_i$  is in the area of moderate continuum. Employee Motivation of Packing Part PT. San Fu Indonesia is quite consistent that is the work motivation that has been implemented for a certain period oriented to the established goals. According Hasibuan (2014: 92): "Motivation is important because with this motivation is expected every individual employees willing to work hard and enthusiastic to achieve high work productivity".

#### **IV.V. Descriptive Result on Incentive and Motivation**

The incentive figure in this study is the responses of respondents consisting of 65 employees of Packing Section PT. San Fu Indonesia concerning incentive variables consisting of sub variable of material incentives and non material incentives. From result of data processing showed that sub variable of non material incentive is highest. This is in accordance with Marwansyah (2014: 294-296) says that:

Non-material incentives are given in recognition of work-related performance, advice given to companies or community service activities such as many companies that have awards programs such as placards, certificates, holidays, leave and other incentives that are not in the form of money.

From the results of data processing shows that the lowest sub variable of material incentives. This is in accordance with the opinion Handoko (2014: 176) said that:

The purpose of providing material

incentives is essentially to increase employee motivation in trying to achieve organizational goals by offering a financial incentive above and beyond basic wages and salaries. Different types of incentive plans are aimed at different types of employee behavior.

Furthermore, on the criterion score for the variable X (Incentive) of 3898, which is based on the above calculation is included in the medium category. Besides the results of calculations on how incentive conditions obtained respondents, obtained percentage of 63.13%. The meaning is that the incentives obtained by respondents have fulfilled by 63.13%.

The incentive picture in this study is the responses of respondents consisting of 65 employees of Packing Section PT. San Fu Indonesia concerning incentive variables consisting of sub variable of material incentives and non material incentives. From result of data processing showed that sub variable of non material incentive is highest. This is in accordance with Marwansyah (2014: 294-296) says that:

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organizational goals by offering a financial incentive above and beyond basic wages and salaries. Different types of incentive plans are aimed at different types of employee behavior.

Furthermore, on the criterion score for the variable X (Incentive) of 3898, which is based on the above calculation is included in the medium category. Besides the results of calculations on how incentive conditions obtained respondents, obtained percentage of 63.13%. The meaning is that the incentives obtained by respondents have fulfilled by 63.13%.

Description of work motivation in this study is responses of respondents consisting of 65 employees of Packing Section PT. San Fu Indonesia about work motivation variable consisting of sub variable requirement of achievement (need for achievement), need for affiliation (need for affiliation), need for power (need for power). From the results of data processing shows that the sub variable needs for power (need for power) is the highest. This is in accordance with the opinion Hasibuan (2014: 113) said that:

The need for power (power for power) is a driving force that motivates the morale of an employee. Hence the need for power that stimulates and motivates one's passion and mobilizes all capabilities to achieve the best possible power or position in the organization.

From the results of data processing shows that the lowest sub-variable needs for achievement (need for achievement). This is in accordance with the opinion Hasibuan (2014: 112) said that:

The need for achievement (need for achievement) is the driving force that

motivates one's work morale. Therefore the need for achievement will encourage a person to develop creativity and direct all the capabilities and energy he has in order to achieve optimal performance.

Furthermore, on the criterion score for the variable Y (Work Motivation) of 3345, which where based on the above calculation is included in the medium category. In addition, the calculation of how the condition of work motivation obtained respondents, obtained percentage of 60.54%. This means that the work motivation obtained by respondents has fulfilled by 60.54%.

## V. CONCLUSSION

Based on the description of the theory, the results of processing, and analysis of data that have been put forward before, the authors draw conclusions:

1. Description of incentives to employees Packing Section PT. San Fu Indonesia according to the results of the responses of respondents are in the category of moderate (avarge). This can be seen from the highest to the lowest sub-variables. The non-material incentive sub-unit has the highest score compared to other indicators. While the lowest sub-incentive variable is material incentive

2. Job motivation description Part Packing PT. San Fu Indonesia according to the results of the responses of respondents are in the category of moderate (average). This can be seen from the highest to the lowest sub-variables. The sub variable needs for power (need for power) has the highest score compared with other indicators. While the lowest variable of work motivation is the need for achievement (need for achievement).

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