

## **Optimizing Workplace Performance: Unraveling the Impact of Salary, Incentives, and Job Satisfaction at PT. Printec Perkasa I, Tangerang City**

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### **Abstract**

This study investigates the impact of salary, incentives, and job satisfaction on the work productivity of employees at PT. Perkasa Printec I Tangerang City. A total of 65 employees were surveyed using probability and nonprobability sampling techniques. The results showed a positive and significant relationship between salary and employee productivity, with a unidirectional relationship. Incentives also had a positive and significant effect on productivity, with a direct relationship between the variables. Job satisfaction had no negative and insignificant effect on productivity. The partial test (T test) showed that salary had a positive and significant effect on productivity, while incentives had a positive and significant effect. Job satisfaction had a negative and partially insignificant effect on productivity, with a significant value of 0.127. The study concludes that salary, incentives, and job satisfaction play crucial roles in determining employee productivity.

### **Keywords**

Salary; Incentives; Job Satisfaction; Employee Productivity

## **INTRODUCTION**

The development of science technology is increasingly rapid to be easily developed and with the arrival of the free era today the business world is increasingly influential with very tight competition and can cause various kinds of problems, with the problem faced by the company is how to improve quality to be the best, be it the agricultural sector, industry, economy and so on (Nur Irawan 2018). For example, in industry, at this time it is required to increase the quality or results in order to compete and survive in running the economic cycle. One factor that should not be forgotten by companies is human resources. Human resource management is one field that specifically studies human relationships and roles in organizations, considering the role of humans in organizations is very important, it is necessary to have good cooperation in implementing goals to be effective and efficient (Lazuardi 2020).

Human resources are one of the main keys to realizing the success of an organization. Human resources play a role in planning, actors and determinants of the realization of the goals of the organization. Work productivity in general is a comparison between the results achieved (output) with the overall human resources used (input). In general, productivity is the comparison between output (result) and input (input). If productivity rises, it is possible to increase efficiency (time, materials, labor) and work systems, production techniques and increase the skills of the workforce. (Hasibuan 2019) states that productivity is important for an organization, a company both engaged in services and production of goods. The existence of adequate employee productivity will be able to help the company's efforts in an effort to

develop the business. Factors affecting work productivity at PT. Printec Perkasa I Due to delays in giving salaries to employees, there are employees not receiving incentives, some employees are still not satisfied with the results of their work. Productivity can be achieved through the company's production activities,

Incentives should be given to employees who exceed targets, because this is a reward for those who are good at increasing employee productivity. According to Yuniarsih and Suwatno (2008) in (Rangkuti et al., 2019) explained that incentive is "A form of reward or reward to motivate the work performance of employees so that the motivation and predictivity of work in the employee is high, this is not fixed or at any time". Therefore, incentives are a reward in the form of money given at any time depending on the productivity of each employee. This incentive is given in addition to the fixed salary usually received by employees. So the more employee productivity increases, the greater the incentive that will be received by the employee (Bokingo 2019).

In addition to salary, and incentives, job satisfaction is no less important in increasing employee work productivity, there are three reasons why job satisfaction is important, namely unsatisfied employees miss work more often, do not carry out their jobs well and resign greater. A satisfied employee is a happy employee who volunteers, helps his fellow workers and cooperates with the organization. High job satisfaction will also affect working conditions and provide high enthusiasm for employees at work, Job satisfaction describes a pleasant emotional attitude towards work. "Someone who has satisfaction at work or a happier worker is more likely to be a productive job" Robinns and judge ( in Fauzi et al., 2022) . In line with Robinns' opinion, the results of research by Fauzi and Erlin Sulistianingsih (2022) show that job satisfaction has a significant effect on employee work productivity (Fauzi et al. 2022). For companies, it is important to pay attention to the job satisfaction of their employees, because this can affect the productivity and overall performance of the company.

PT. Printec Perkasa I is a company engaged in printing and packing. This company produces production goods that are in accordance with customer demand or according to order (Job order).from customer companies (customers) that make quality products without packaging or labels. PT. Printec Perkasa is a national company under the supervision of Sansico Group. The founder of the company was Mr. Hendra Gozali in 1978. Sansico is an internationally recognized content Design and Creative company with well-known customer companies. Currently, Sansico Group now has several subsidiaries, one of which is PT. Printec Perkasa I. PT. Printec Perkasa was established in 1997 currently has production facilities, one of which is PT. Printec Perkasa I Tangerang which is located at Jl. Kampung Kelapa PLN, NO. 8, Cikokol, Tangerang, Banten, Indonesia. The company is supported by advanced machinery and technology in its production process. Thus, the resulting products are of quality according to customers and product delivery can also be ensured on time. This research has differences from previous research because this research is the object of research at PT. Printec Perkasa I which has never been done before so it is considered important this research at PT. Printec Perkasa I is the first to determine the effect of productivity, the second to identify, the third to analyze and make recommendations on the productivity of employee work.

Research on salary, incentives and job satisfaction on employee work productivity has been investigated by previous researchers, but from the results of previous studies there are still inconsistent results from these variables, research conducted by (Lestari and Hidayat 2018) The results of the study that there is an influence between salary variables on employee work productivity variables while according to research (Nur Irawan 2018) The effect of salary on employee work productivity but not significant on employee work productivity variables, according to (Irawan 2018 only) research results that there is an effect of incentives on work productivity, while according to research (Jonaldy Tanjung 2023) Incentives have no real effect on work productivity variables, according to research (Sudanang and Priyanto 2020) The variable of job satisfaction is the most dominant variable affecting employee work productivity while according to research (Sururin, Heryanda, and Atiyra 2020) Job satisfaction does not predominantly affect employee work productivity.

The impact of incentives, incentives, and the work environment on employee productivity is crucial in the world of work. Companies should consider various factors that affect employee productivity. Competitive incentives can motivate employees to work harder and increase productivity. Incentives such as bonuses can also boost productivity to achieve predetermined targets. However, the work environment should be competitive and focus on the needs of employees to increase their productivity. In the context of globalization and business performance, companies must understand these factors to increase employee productivity and company success.

## **METHOD**

Researchers use a quantitative approach, according to (Ferdinand, 2014) in the book (Darwin et al., 2021:13) Quantitative research is a type of research that is often used by students to complete their final project. The ease of research is indicated by the prefix of the research hypothesis that is built to make it easier for students to prove the hypothesis with various structured research procedures. .

In this study, researchers used an associative type of research, or a causal relationship in which the independent variable (which influences) and the dependent variable (which is influenced). While the basis of this study is a survey, in order to obtain distribution, relative events, relationships between variables, and sociological and psychological variables, survey research is needed, according to (Sugiyono 2018).

The relationship between variables in this study is a causal relationship, which is a causal relationship, the existence of variables that influence and are influenced. Because it is done to determine the influence between independent variables and dependent variables, namely the effect of salary, incentives and job satisfaction on employee work productivity. This research was conducted at PT. Printec Perkasa I JL Kampung Kelapa PLN, No. 8, Cikokol, Tangerang, Banten, Indonesia This study used primary data. The time of this study was carried out around  $\pm$  6 months. This study was conducted from February to July 2023. This sample is also often interpreted as a maximum sample, because even a few numbers will not change the

representation of the population. So, because this study researchers used saturated sampling, all populations were used as research respondents.

## RESULTS AND DISCUSSION

In this study, researchers conducted data analysis using SPSS 26 to measure the effect of salary, incentives, and job satisfaction on employee work productivity at PT. Printec Mighty. The data used came from the answers of 65 respondents who filled out the questionnaire. Table 4.1 shows the distribution and receipt of questionnaires, with 100% of questionnaires that can be processed.

Furthermore, the results of respondents' demographic analysis are displayed in Table 4.2 to Table 4.4. Table 4.2 illustrates the age of respondents, where the majority of respondents are aged 19 to 30 years. Table 4.3 and Table 4.4 discuss respondents' recent gender and education, with the majority of respondents being male and having a vocational / high school education.

**Table 4. 1** Response Age

Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19 to 30 Years	60	92.3	92.3	92.3
	31 to 40 years old	4	6.2	6.2	98.5
	41 / to 50 years	1	1.5	1.5	100.0
	Total	65	100.0	100.0	

Source: Data processed using SPSS 26

**Table 4. 2** Respondent's Gender

Gender		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man	40	61.5	61.5	61.5
	Convergence	25	38.5	38.5	100.0
	Total	65	100.0	100.0	

Source: Data processed using SPSS 26.

**Table 4. 3** Respondent's Gender

Recent Education		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMK/SMA	54	83.1	83.1	83.1
	SI	11	16.9	16.9	100.0
	Total	65	100.0	100.0	

Source: Data processed using SPSS 26.

After that, an instrument test is carried out, starting with a validity test. Table 4.5 to Table 4.8 shows the validity test results for each variable (salary, incentives, job satisfaction, and employee work productivity). All variables show r-count values that are greater than r-tables, so it can be concluded that the instrument used is valid.

**Table 4. 4. Salary Validity Test**

Question	rCalculate	rTable	Information
Question 1	.760	0,2441	Valid
Question 2	.790	0,2441	Valid
Question 3	.718	0,2441	Valid
Question 4	.646	0,2441	Valid
Question 5	.728	0,2441	Valid
Question 6	.745	0,2441	Valid
Question 7	.759	0,2441	Valid
Question 8	.844	0,2441	Valid

Source: Data processed using SPSS 26.

**Table 4. 5. Incentive Validity Test**

Question	rCalculate	rTable	Information
Question 1	.782	0,2441	Valid
Question 2	.817	0,2441	Valid
Question 3	.707	0,2441	Valid
Question 4	.676	0,2441	Valid
Question 5	.706	0,2441	Valid
Question 6	.672	0,2441	Valid
Question 7	.637	0,2441	Valid

Source: Data processed using SPSS 26.

**Table 4. 6. Job Satisfaction Validity Test**

Question	rCalculate	rTable	Information
Question 1	.819	0,2441	Valid
Question 2	.789	0,2441	Valid
Question 3	.783	0,2441	Valid
Question 4	.758	0,2441	Valid
Question 5	.756	0,2441	Valid

Source: Data processed using SPSS 26.

**Table 4. 7 Employee Work Productivity**

Question	rCalculate	rTable	Information
Question 1	.754	0,2441	Valid
Question 2	.734	0,2441	Valid
Question 3	.630	0,2441	Valid
Question 4	.672	0,2441	Valid
Question 5	.742	0,2441	Valid
Question 6	.570	0,2441	Valid

Source: Data processed using SPSS 26.

Furthermore, a reliability test was carried out to test the consistency of respondents' answers. The reliability test results in Table 4.9 to Table 4.12 show that all variables have Cronbach's Alpha values above 0.60, indicating the reliability of the instrument.

**Table 4. 8 Salary Reliability Test (X1)**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.887	8

Source: Data processed using SPSS 26.

**Table 4. 9** Incentive Reliability Test (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.839	7

Source: Data processed using SPSS 26.

**Table 4. 10** Job Satisfaction Reliability Test (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.838	5

Source: Data processed using SPSS 26.

**Table 4. 11** Test the validity of employee work productivity (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.771	6

Source: Data processed using SPSS 26.

The classical assumption test is performed with normality test, multicollinearity test, and heteroscedasticity test. As a result, the data was declared normally distributed and there were no problems of multicollinearity and heteroscedasticity.

Multiple correlation analysis and multiple linear regression were performed to see the relationship between independent and dependent variables. Table 4.16 shows that the variables salary, incentives, and job satisfaction together have a positive effect on employee work productivity.

**Table 4. 12** Double Correlation Analysis

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.796a	.634	.616	1.775	.634	35.167	3	61	.000

a. Predictors: (Constant), Job Satisfaction, Incentives, Salaries

Source: Data processed using SPSS 26

The hypothesis test was carried out with the t test and F test. The results showed that salaries and incentives had a positive and significant effect on employee work productivity partially. However, job satisfaction has no partial effect. Test F indicates that a research model can be used.

Finally, the coefficient of determination (R Square) of 0.634 shows that the variables salary, incentives, and job satisfaction have an influence of 63.4% on employee work productivity, while the rest are influenced by other factors that are not studied.

**Discussion**

1. The Effect of Salary on Employee Work Productivity

Based on the results of the hypothesis test above, salary has a positive and significant effect on employee work productivity. It can be seen from the table  $t_{count}$  of  $2,610 > t_{table}$  of  $1,670$ , This means that there is a unidirectional relationship between salary variables and employee work productivity or in other words, if in the company the salary is applied properly it will have a positive impact on the company and avoid the name of employee laziness and other negative impacts. From the results of this study refer to the theory of Soemarso (2009) states that salary is a reward to employees given for administrative tasks and leaders whose amount is usually fixed on a monthly basis. From this theory in this study helps explain how salary can affect tasks or jobs in achieving employee work productivity

2. The Effect of Incentives on Employee Work Productivity .

Based on the results of the hypothesis test above, incentives have a positive and significant effect on employee work productivity. It can be seen from the  $t_{calculate}$  table of  $4,346 > t_{table}$  of  $1,670$ , This means that there is a unidirectional relationship between the variable Incentives and employee work productivity or in other words, the existence of incentives within the company will be very helpful both in terms of internal and external, and within the company when employee work productivity decreases it must be immediately corrected so as not to interfere with company productivity, Because if it is not corrected or fraud can cause the company to go bankrupt. Sarwoto (2014) in (Rauuf et al., 2022) incentives are those that provide assistance as reasonable support to employees so that organizations have more power to achieve it. From this theory, this study helps explain how incentives can provide assistance in achieving employee work productivity.

3. The Effect of Job Satisfaction on Employee Work Productivity

Based on the results of the above hypothesis test, job satisfaction has a negative and insignificant effect on work productivity. Employees, can be seen from  $t_{--calculate} < t_{table}$  of  $(-1,547 < 1,672)$ . This means that there is no unidirectional relationship between the variables Job satisfaction and employee work productivity. Usman (in Sururin et al., 2020) also revealed that job satisfaction is a person's attitude towards his work that describes pleasant or unpleasant experiences at work and future expectations. From this theory in this study helps explain how job satisfaction can affect in achieving employee work productivity.

4. The Effect of Salary, Incentives and Job Satisfaction on Employee Work Productivity Based on the results of the hypothesis test partially simultan (Test F) shows  $F_{calculate} > F_{table}$  of  $35,167 > 2.76$  with a significant tariff of  $0.000 < 0.05$ , it can be concluded that the calculation of  $> t_{table}$  then  $H_0$  rejected  $H_a$  accepted, it can be seen that there is a positive and significant influence of salary variables, incentives and job satisfaction on employee work productivity.



## CONCLUSION

Research entitled "The Effect of Salary, Incentives and Job Satisfaction on Worker Productivity of PT. Printec Perkasa I Kota Tangerang" analyzes and analyzes data to find out the variables that affect employee productivity. The results showed that variables that affect productivity are positively correlated with the number of employees, positively correlated with the amount of employee motivation to achieve productivity, positively correlated with the number of employee benefits, positively correlated with the amount of employee motivation, and negatively correlated with the amount of employee job satisfaction.

The study also revealed that the variables that affect productivity are positively correlated with the amount of work motivation, work motivation, and job satisfaction. This suggests that companies should focus on increasing productivity through employee motivation, motivation, and job satisfaction.

This research also found that employee productivity at PT. Printec Perkasa I Tangerang City is very useful because of the influence of motivation, motivation, and job satisfaction. To achieve this, employees must be treated well and emphasized to achieve productive results and customer satisfaction.

The study also suggests that other variables can be manipulated to understand various factors that can affect productivity, such as the use of longer working hours to better manage progress and development.

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