THE INFLUENCE OF INCENTIVES ON EMPLOYEE PERFORMANCE AT THE BUKIT LAYANG VILLAGE OFFICE, SUB-DISTRICT KEMBANG JANGGUT KUTAI KARTANEGARA REGENCY

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Abstract

This study aims to analyze the effect of incentives on employee performance at the Bukit Layang village office, Kembang Janggut District, Kutai Kartanegara Regency. This study uses quantitative research methods. The population in this study were all employees of the Bukit Layang Village Office, Kembang Janggut District, totaling 42 people. The sampling technique used in this study was saturated sampling. The saturated sampling technique was used in this study because the population was relatively small, namely 42 people, making it possible to involve all members of the population as research samples. All research participants amounted to 42 people and were used as saturated samples, with the collected population and saturated samples consisting of Bukit Layang Village Office officers. The variables studied in this study consisted of the independent variable (X) Incentives and the dependent variable (Y) Employee Performance. Employee performance can be measured through several indicators which include quality, quantity, timeliness, effective use of resources, independence, and commitment. These indicators play an important role in determining the quality and quantity of employee performance in the company. Performance appraisal at the Bukit Layang Village Office, Kembang Janggut District, is carried out in various ways based on the role of each employee in the village office. Incentives given to employees lead to financial and non-financial incentives which are assessed by looking at predetermined aspects of employee performance. The results of this study indicate that the percentage effect of incentives on employee performance at the Bukit Layang Village Office is 15.30% while the remaining 84.70% is influenced by other variables outside this study.

Keywords: Incentive, Employee Performance, Village Office

INTRODUCTION

Human resources play an active role in driving an agency in achieving goals. Agency goals will be achieved if employees work hard and understand their duties well. The success of an agency is largely determined by several aspects, including competent, committed, disciplined human resources, and provision of incentives, in accordance with workload (Mangkunegara, 2017) states that employee performance is reviewed from quantity and quality in accordance with employee obligations when working. Thus, employee performance greatly affects the level of employee success.

The human aspect plays an important role in achieving agency goals. The humanitarian aspects in the agency are regulated in a human resource management that regulates the administrative needs of employees in their work so that employee job satisfaction can be achieved (Alhidayatullah et al., 2023).. One of the supporting aspects of humanity in the agency is a positive work environment. A positive work environment is formed not only from employees, but also leaders. (Manimpurung, 2015) revealed that leaders hold the status quo (fixed state) to create a mission for the future of the agency and inspire their workers in realizing the agency's vision.

Human resources not only pay attention to human aspects and a positive work environment, but include employee performance. Good employee performance is formed due to the support of incentives that are in accordance with employee workloads. However, based on the results of observations at the Bukit Layang Village Office, Kembang Janggut District, Kutai Kartanegara Regency, researchers revealed a mismatch between job demands and employee work results. In this case, leaders tend to expect maximum professional work results without the support of adequate facilities. This means that if employees are required to work by providing the best results but there are limited facilities to support employee work in the office, this can reduce employee work results.

Employees who work can provide better performance when they receive incentives. Incentives can be in the form of additional money from the basic salary received based on the work that has been completed. Winardi in (Taufan ,2023) explains that salary or wages are a significant component of reward as a source of evaluating good employee performance. Employee performance can be achieved based on skills, effort, and work opportunities that

must be completed (Mansur & Asmini, 2022). Therefore, incentive payments and employee performance are interrelated and the existence of incentives based on performance and the suitability of workload and wages is expected to increase work productivity.

Employees who are responsible for an agency always try to give their best for their work. This is also done by employees at the Bukit Layang Kembang Janggut Village Office, Kutai Kartanegara Regency. However, in 2023, an obstacle was found that affected employee performance, namely the delay in receiving incentives for village employees. One of the reports received was that there were delays in receiving incentives outside the specified deadline. This delay was caused by various factors such as administrative errors, budget limitations, data verification processes, and other technical obstacles, so it is necessary to analyze the data on late incentive receipts so that employees can receive their incentive rights in accordance with their workload. Table 1 outlines some of the reasons for the delay in receiving employee incentives in May- June 2023.

Table 1.
Incentive Revenue Data for May-June 2023

Name Employee	Length of Service (Year)	Delay (Days)	Causes of Delay
Yordan	5	10	Administrative Error
Yhevy	3	10	Budget Limitations
Christy	2	10	Verification and validation process old data
Erika	4	8	Administrative error
Edi	1	11	Budget constraints
Lois	2	10	Verification and validation process old data
Christian	3	10	Administrative error
Hani	1	10	Administrative error
Jhony	2	10	Verification and validation process old data
Angelika	3	10	Administrative error
Kiki	1	11	Administrative error
Ferdianus	3	9	Verification and validation process old data
Darmawati	2	11	Budget constraints
Carlos	3	9	Administrative error
Hilkia	**2**	**8**	Verification and validation process old data

Source: Incentive Revenue Data for May-June 2023

Table 1 reveals the delay in receiving incentives by some employees of the Bukit

Layang Village Office, Kembang Janggut Sub-district, Kutai Kartanegara Regency. Employees who do not receive incentives on time tend to feel less valued and experience a decrease in employee performance. This causes substandard work results and affects community services in Bukit Layang Village, Kembang Janggut Sub-district, Kutai Kartanegara Regency. However, as employees who are responsible for the agency, employees must behave professionally without being affected by incentives. Thus, the surrounding community still gets services in accordance with procedures.

Providing incentives outside the basic salary by the leadership to employees is a form of work appreciation for the targets that have been achieved. Employee performance will increase with incentives that are in accordance with the workload and responsibilities of employees to the agency. (Widakdo et al, 2022) explain employee performance as a real achievement by someone after carrying out their duties in an agency. Effective employee performance is an important component of any initiative with the aim of increasing work productivity. Thus, offering incentives in accordance with the workload can encourage employees to achieve better performance improvement.

Providing rewards or incentives to employees can help maximize performance and work productivity. Employees will feel more motivated to work because they feel that their efforts are appreciated following the results of the work provided. (Wijaya et al., 2023) revealed that incentives can encourage employee enthusiasm in their performance because they have reached the required workload provisions. Providing incentives to employees is regulated in the Regulation of the Minister of Finance of the Republic of Indonesia Number 14 / PMK.02 / 2020 in Article 2 which states “incentives are given based on the results of the assessment of Budget Performance which has the best Budget Performance value”. In addition, the amount of incentives received by employees is regulated in Article 4 paragraph (2) which reads “the weight of the budget performance evaluation value is 60% and the weight of the budget implementation performance indicator value is 40%.”

Providing incentives can be done voluntarily or in accordance with the workload calculations given by the leadership or parties involved in a job. (Wijaya et al, 2023) revealed that providing incentives is a form of gratitude to employees for their work achievements so that they are more motivated. Then, (Larasati, 2018) explains the receipt of incentives by

employees on the basis of compensation and a form of direct reward for good performance. However, the provision of incentives needs to be scrutinized because it is personal and is often given by leaders or parties directly involved with the work completed. Article 81 of Government Regulation No. 47/2015 on the Implementation Regulation of Law No. 6/2014 on Villages states that the salaries and allowances of the village head and village officials are sourced from the Village Fund Allocation (ADD). Therefore, the provision of incentives is not regulated in the Village Fund Allocation (ADD) and tends to come from the personal wishes of leaders or parties involved in completing tasks that exceed targets and have a good impact on the organization.

The level of incentives received by employees may vary according to the difficulty of the work. However, the provision of incentives must also be adjusted to the level of employee discipline. Employee discipline is part of moral obligation and as a form of employee commitment when working and a form of reciprocity between agencies and employees (Mansur & Asmini, 2022). Generally, employees with a high sense of discipline will not steal time and focus on their work and are not too dependent on incentives. In other words, providing incentives must also be balanced with employees' sense of discipline when working as a form of responsibility to the agency.

Effective and efficient forms of performance achievement are supported by qualified, capable, disciplined, and professional human resources. In its application, agencies also need to pay attention to employee incentives so that agency goals can be achieved. This is because employee performance is one of the factors determining the success of an agency in achieving goals which is characterized by completing tasks quickly and accurately, being obedient and disciplined, and cooperating with other employees (Dinsar, 2021).

As for previous research related to the effect of incentives on employee performance, namely research conducted by (Haris, 2021) it was found that the effect of incentives on employee performance at BRI Bank Tassililu Unit, West Sinjai District had a significant effect. This can be seen from the results of statistical calculations through partial hypothesis testing which shows that the Significance value is less than 0.05. The significant value is 0.009, while the alpha value used is 0.05 or 5%, which means 0.009 <0.050, so Ho is rejected and Ha is accepted. Furthermore, research conducted by (Kartika, 2023) shows that

incentives have a significant and positive effect on employee performance at Muhammadiyah Mataram University and motivation has a significant and positive effect on employee performance at Muhammadiyah Mataram University. Therefore, it is still necessary to further study the effect of incentives on employee performance at the Bukit Layang Village Office, Kembang Janggut District, Kutai Kartanegara Regency. To find out how incentives affect employee performance at the Bukit Layang Village Office, Kembang Janggut District, Kutai Kartanegara Regency. The purpose of this study was to determine how much influence incentives have on employee performance at the Bukit Layang Village Office, Kembang Janggut District, Kutai Kartanegara Regency.

REVIEW OF LITERATURE

Incentive

Incentives are bonuses that employers offer to their staff in exchange for meeting performance standards, achieving milestones, and so on. Incentives can be financial, such as bonuses and benefits, or non-financial, such as recognition and development opportunities. In addition to those related to performance achievement, incentives can also be general, such as annual bonuses or welfare programs, which aim to increase employee motivation and productivity. Employees are given incentives to work at their best because they believe their efforts will be more appreciated. Although both are gifts or services, salaries, and incentives have different meanings because they have other responsibilities and functions. Salary is a fundamental right for workers employed by a company, while incentives are a consequence of compensation used to encourage workers to improve their performance at work. (Hasibuan, 2010) explains that incentives are rewards for employees for their performance, competence, and workload so that they can be more productive at work.

Pangabean in (Sumarsid ,2019) explains that incentives tie payment to the results of the work done. Money-based incentives are rewards offered to those who exceed predetermined performance benchmarks. It is inappropriate to incentivize workers who have proven their ability and good professional performance in completing their responsibilities. Instead, people should be honoured for their work. The goal is to increase motivation at work. Incentive policies can help people be more disciplined and obey the rules.

Incentives play an important role in increasing employee motivation, as explained by several motivation theories. Vroom's Expectancy Theory states that individuals are driven to act based on the expectation that their efforts will result in good performance and be rewarded with desired incentives. Meanwhile, Herzberg's Two-Factor Theory distinguishes between hygiene factors, such as pay that prevents dissatisfaction, and motivators, such as incentives that encourage satisfaction and better performance(Dahrani & Sohiron, 2024). By understanding these theories, it is possible to effectively analyze how incentives affect employee motivation and productivity.

According to the views of several experts above regarding the importance of incentives, incentives are benefits or rewards offered by the organization. These rewards can be material or immaterial and are given in response to employee performance, which has achieved goals and exceeded targets. Rewards ensure workers exert efforts to realize organizational goals and develop a sense of responsibility.

Forms of Incentives

Experts state that there are many types of incentives, including two different kinds of incentives as described by (Sarwoto, 2010) namely:

a. Material Incentives

Incentives given to employees to work harder to achieve reasonable work productivity, or incentives that can also be given based on employee performance, are material incentives. Since material incentives are financial, they have the potential to enrich workers and their families. Material incentives come in several forms, such as commissions, bonuses, profit sharing, and deferred compensation, some of the benefits offered to employees.

b. Non-Material Incentives

Non-material incentives are incentives given to employees that motivate them to perform better. Examples of non-material incentives include formal titles, written or verbal praise, provision of special workplace equipment, and certificates of appreciation.

Employee Performance

Employee performance is the form or result of work that a person has achieved in his job. (Rukhayati, 2018) reveals that employee performance is the result of work that employees have achieved, both in terms of quality and quantity. Performance is the result of

work to complete the assigned task. An important step in achieving company goals can be reviewed from employee work performance. Performance comes from the word "job performance" or "actual performance, " meaning the result of one's work. (Sedarmayanti, 2009) reveals that work performance, job execution, job achievement, and work results are related to performance.

Results-oriented work performance (Mangkunegara , 2011) reveals that the results of the quality and quantity of work completed by an employee in carrying out his responsibilities are known as work performance or performance. To set compensation, make promotions, and supervise employee behavior, an assessment of employee's strengths and weaknesses is needed to help them achieve their career ambitions. The term "performance rating" usually refers to performance appraisal. (Wau et al, 2021) state that the skills, knowledge, and abilities that an employee has that support and improve the work environment for both the company and its employees are examples of how employee performance is associated with the quality of human resources. Meanwhile, (Fahmi, 2016) explains that "performance is the achievement of an organization in a certain period without looking at the status of the company tending to profit or loss."

So, employee performance refers to an individual's contribution to achieving organizational goals, including quantity (the amount of output produced) and quality (the degree of conformity to established standards). Performance can be measured through specific indicators, such as customer satisfaction ratings, error rates, time efficiency, and productivity.

In addition, performance measures vary by employee role. Operational employees are judged on their speed, accuracy, and effectiveness in performing technical tasks, such as the number of products produced or the error rate on the job. Managerial employees, on the other hand, are evaluated on their leadership abilities, decision-making, and effectiveness in managing teams and resources. By understanding these differences, organizations can implement evaluation systems that are more fair and appropriate to the responsibilities of each role.

Employee Performance Indicators

Indicators are specifically statistical figures and normative questions for planners that can assist in the efficient, thorough, and fair evaluation of important circumstances or aspects of a community. Comparing performance levels with plans, standards, or objectives using predetermined performance indicators is a management practice known as performance measurement. Wilson (2012) states that there are five components in monitoring performance indicators:

1. Number of Jobs

This dimension presents an individual or team's scope of work as an industry standard. Employees must meet specific requirements for each job, which vary depending on relevant knowledge, skills, and aptitudes.

2. Quality of Work

Every employee of the organization must meet a series of requirements to complete work with the quality required in a field. Each job has its own difficulties and challenges, so employees must pay attention to the specific requirements in the quality of work that must be met to be declared completed according to the target.

3. Timeliness

Every job has a different character. Since specific tasks depend on others, they must be completed on time. If one task is not completed on schedule, it will adversely affect the progress and quality of other tasks. In addition, production utilization and customer order deadlines require tasks to be completed on time.

4. Attendance

Employee attendance is required for some work to be completed within the deadline.

5. Cooperation Skills

Employee cooperation is essential because specific jobs may require collaboration with other employees and cannot be completed alone.

Relationship between Incentive and Performance

It is challenging to improve human resources because performance is a concept that has many concepts, can be viewed from several perspectives, and is influenced by several circumstances, including the availability of incentives. The correlation between incentives

and performance is reciprocal; that is, rewards are given for improving employee performance, and rewards are given for increasing employee productivity at work, thus providing benefits for both employees and organizations. Research by Zulfiani et al. (2018) explains that agencies and organizations use various strategies to improve employee performance, including training, education, and providing appropriate compensation (incentives). Because they have received education and training that is directly relevant to the implementation of their work, employees are expected to maximize their responsibility for their work by fostering a positive work environment and providing motivation through these activities. Gunawan (2019) supports this, which shows the beneficial impact of incentives on employee performance. This causes employees to be engaged, productive, and enthusiastic at work if there are incentives.

RESEARCH METHOD

This study uses quantitative methods to analyze the effect of incentives on employee performance at the Bukit Layang Village Office, Kembang Janggut District. Data was collected through questionnaires as a structured instrument, allowing for objective and measurable statistical analysis. This approach helps generalize the theory with transparent results.

This research will use primary and secondary data. Primary data is collected directly from the specified source through observation and questionnaires. Researchers in this study conducted non-participant observation, meaning that they did not actively participate in daily activities but only observed and made conclusions based on the behavior of employees at the research location. Furthermore, through distributing questionnaires to the entire sample, who then responded. The questionnaire consists of closed and open questions or statements. It can be sent directly to respondents or indirectly via mail or the internet. Secondary data is information collected through recording, collecting information, or documents related to research problems. This research uses secondary data such as staffing data (number of employees, organizational structure, position history), incentive data (type, policy, and history of incentive provision), and employee performance data (performance appraisal, attendance, and productivity). In addition, official documents such as government regulations, internal policies, and village budgets related to incentives were also relevant.

Previous studies on the effectiveness of incentives in improving employee performance can be used as references. Data were obtained from village offices, government agencies, BPS, and related journals or research.

The population in this study were all employees of the Bukit Layang Kembang Janggut Village Office, totaling 42 people. The sampling technique used in this study was saturated sampling. All research participants, totaling 42 people, were used as saturated samples, with the collected population and saturated samples consisting of Bukit Layang Village Office employees. The data collection method applied in this study was through distributing questionnaires. The analysis technique used in this research is quantitative analysis with the help of the SPSS application. The variables studied in this study consisted of the independent variable (X) Incentive Provision and the dependent variable (Y) Employee Performance. The analysis technique used in this research is quantitative analysis with analytical tools or instruments in the form of validity, reliability, and simple linear regression tests, correlation coefficient tests, determination coefficient tests, and partial tests.

RESULTS AND DISCUSSION

Validity Test

Based on the results of the validity test using SPSS, it shows that all statement items of the incentive questionnaire and employee performance are valid because the obtained r_{count} value is greater when compared to $r_{(table)\ of}$ 0.312.

1. The $r_{calculated}$ value of incentives is between 0.623 and 0.834.
2. The r_{count} value of employee performance is between 0.559 and 0.746.

The basis for determining the decision in the validity test is:

If r count > r table = Valid

If r count < r table = Invalid

Details of the results of the validity test of incentives and employee performance can be seen in the following table.

Table 2.
Validity Test Results of Incentives And Employee Performance

Item No.	r_{count}	r_{table}	Description
X.1	0,872	0,312	Valid
X.2	0,795	0,312	Valid
X.3	0,834	0,312	Valid

X.4	0,800	0,312	Valid
X.5	0,791	0,312	Valid
X.6	0,623	0,312	Valid
Y.1	0,604	0,312	Valid
Y.2	0,633	0,312	Valid
Y.3	0,559	0,312	Valid
Y.4	0,746	0,312	Valid
Y.5	0,613	0,312	Valid

Source: Primary data processed, year 2024

Reliability Test

The reliability of a research instrument is interpreted based on its reliability coefficient value. In general, values above 0.80 indicate excellent reliability, indicating high consistency in measurement. Meanwhile, values between 0.60 to 0.80 are acceptable, although they may require improvements to the instrument to improve consistency. If the value is below 0.60, the reliability is considered low, so the instrument needs to be revised or retested to ensure the reliability of the data obtained.

Based on the results of the reliability test using the SPSS program, it shows that all research variable statements (incentives and employee performance) are reliable because the Cronbach alpha (α) value is greater than the reliability standard value of 0.60.

1) The Cronbach alpha (α) value of incentives is 0.876.
2) The Cronbach alpha (α) value of employee performance is 0.617.

The basis for decision-making in the reliability test is:

If alpha > r table = consistent

If alpha < r table = inconsistent

Details of the results of the incentive reliability test and employee performance can be seen in the following table:

Table 3.
Incentive And Employee Performance Reliability Test Results

Variables	Cronbach Alpha	Terms	Description
Incentives	0,876	0,60	Reliable
Employee Performance	0,617	0,60	Reliable

Source: Primary data processed, year 2024

So, the data instrument test on all variables is valid and reliable for all instrument items, so it can be used for data measurement in the context of data collection. Although the value

for employee performance (0.617) is closer to the threshold of 0.60 but meets the minimum threshold, this could indicate that the items measuring employee performance may have more variability or lower internal consistency compared to the items measuring incentives.

Simple Linear Regression Analysis

The purpose of simple linear regression analysis in this study is to identify and measure the relationship between incentives (independent variable) and employee performance (dependent variable). By using this analysis, this study aims to determine the extent to which incentives can affect employee performance and to make predictions about changes in employee performance based on variations in incentives provided. To get the regression value, the SPSS program is used.

Table 4.
Regression Calculation Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.679	.750		23.561	.000
	Incentives	.090	.034	.391	2.622	.013

a. Dependent Variable: Employee Performance

Source: Primary data processed, year 2024

Based on the processed regression results using the SPSS program, the simple linear regression equation can be presented as follows.

$$Y = 17.679 + 0.090X$$

1) The research constant value is 17.679, indicating that the amount of employee performance without being influenced by incentives.
2) The incentive coefficient value is 0.090, indicating that if the incentive is increased, it will increase employee performance by 9%.

Correlation Coefficient Test

Table 5.
Correlations

		Incentives	Employee Performance
Incentives	Pearson Correlation	1	.391*
	Sig. (2-tailed)		.013
	N	40	40
Employee Performance	Pearson Correlation	.391*	1
	Sig. (2-tailed)	.013	
	N	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

Based on Table 5, it can be seen that the correlation number is in the range of 0.20 - 0.3999. This means the closeness of the relationship between incentives and employee performance is low. By looking at the results of the correlation test, the relationship between incentives and employee performance is positive. This means that if the percentage of incentives is increased, employee performance will increase.

Determination Coefficient Test

Table 6.
Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.391[a]	.153	.131	1.025

a. Predictors: (Constant), Incentives
Source: Primary data processed, year 2024

Based on table 6, it shows that the R^2 value is 0.153 or 15.30% which indicates that the dependent variability of employee performance can be explained by the variability of the independent variable incentives by 15.30%. This result shows that 15.30% of changes in employee performance are influenced by incentives, while 84.70% are influenced by other factors outside the research model.

Hypothesis Test (T-Test)

Table7 .
Partial Test (T-Test)
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.679	.750		23.561	.000
	Incentives	.090	.034	.391	2.622	.013

a. Dependent Variable: Employee Performance

Source: Primary Data Processed, Year 2024

Table 7 shows that the hypothesis test conclusions can be drawn as follows:

Testing the first hypothesis is testing the regression coefficient on the incentive variable through the following formula:

1) If [t count] > [t table] then H_0 is rejected and H_a is accepted.
2) If [t count] < [t table] then H_0 is accepted and H_a is rejected.

Ha: Incentives have a significant effect on employee performance at the Bukit Layang Village Office, Kembang Janggut District, Kutai Kartagenara Regency.

The comparison results between the t count and the t table will be used as the basis for decision-making. If t count> t table, it can be concluded that there is a positive and significant influence between the independent variables partially on the dependent variable (Y). Suppose the t count is smaller or equal to the t table. In that case, it can be concluded that there is no significant influence between the independent variables partially on the dependent variable (Y). The table above shows the incentive variable, which is known and can be used in decision-making within the table.

Based on Table 7, the partial results show that the incentive variable (X) has a value with one-sided testing using a significant level of α = 5% (0.05) obtained in Table 0.681. The calculation results on simple regression obtained a t count of 2.622.

Thus, t count> t table (2.622> 0.681), which means that the incentive variable has a significant effect on employee performance, the first hypothesis (H_a) is accepted.

Discussion

In an organization, performance is the most important thing. Every employee is required to be able to perform well and make a maximum contribution. Performance is influenced by the input conditions and human resource processes as supporting factors in carrying out tasks. Performance is the result of a work process. Performance is a management process designed to link organizational goals with individual goals to produce results effectively and efficiently. Performance is an act, achievement, general exhibition of skills, in assessing how someone has worked in comparison with predetermined targets. Performance is the result of the quality and quantity of work completed by an employee in carrying out his responsibilities (Mangkunegara, 2017)

In this study, employee performance is measured by the incentives provided. It is because of this indicator that employees can be motivated to work so that it has an impact on their performance. Based on the results of all the research above, the discussion can be explained that the sample that can be processed by researchers is 40 respondents, with 6 statements of Incentives (X), and 5 statements of Employee Performance (Y) which have been recapitulated and subjected to several tests.

Incentives have a significant influence on employee performance. From the results of validity and reliability testing, it can be seen that the results of testing the variable influence of incentives on employee performance are valid corrected item total correlation> 0.05 and reliable because Cronbach's alpha has exceeded> 0.60.

The hypothesis in this study uses simple linear regression analysis, which is to measure the effect between variables on a variable, the tool used is simple linear regression (Saifuddin, 2014). The results of Simple Linear Regression indicate a positive constant value of 17.679, indicating the positive influence of the incentive variable (X). While the X regression coefficient value of 0.090 states that if the incentive (X) increases by one unit, the Employee Performance (Y) will increase by 0.090 or 9%.

From the t test calculation, the $t_{calculated}$ value for the incentive variable is 2.622 while the t_{table} value is 0.681. In addition, the significance value is 0.013 smaller than the significance level (α) 0.05 (0.013 <0.05), so the hypothesis that there is a significant positive effect of the incentive variable on employee performance at the bukit laynag village office, kembang janggut sub-district, kutai kartanegara district can be accepted.

CONCLUSION

Based on the results of Simple Linear Regression, it shows a positive constant value of 17.679, indicating a positive influence of the Incentive variable (X). While the X regression coefficient value of 0.090 states that if the Incentive (X) increases by one unit, Employee Performance (Y) will increase by 0.090 or 9%.

From the t test calculation, the t value for the incentive variable is 2.622 while the t table value is 0.681. In addition, the significance value of 0.013 is smaller than the significance level (α) 0.05 (0.013 <0.05), so the hypothesis stating that there is a significant positive effect of the incentive variable on employee performance at the bukit layang village office, kembang janggut sub-district, kutai kartanegara regency can be accepted.

It was found that the effect of incentives on employee performance at the Bukit Layang Village Office was 15.30%. In comparison, other variables outside this study affect the remaining 84.70%. The 15.30% contribution of incentives to employee performance indicates that about 15.30% of the variation in employee performance can be explained by the incentives provided, while the rest is influenced by other factors. Bukit Layang Village

Office can design a more effective incentive program. This program should be based on clear and measurable performance assessment criteria including attendance, discipline, creativity, and contribution to the achievement of organizational goals. The district government can also allocate a budget for incentives for village government officials.

In addition, incentives can also motivate employees to improve their achievements and performance, the greater the provision of incentives, the higher the employee performance. For Bukit Layang Village Office or similar organizations, these results suggest that although incentives have a positive influence on performance, other factors such as organizational culture, training, and work environment also play an important role. Therefore, these results can inform management practices in designing more targeted incentive programs, taking into account employees' needs and motivations. In addition, it is important to recognize and address other factors that affect performance, to achieve more optimal results. Regular evaluation of the effectiveness of the incentive program is also necessary to ensure its effect on employee performance continues to improve. With a holistic approach, which considers incentives alongside other factors, organizations can improve overall employee performance.

This conclusion shows that incentives have a positive influence on employee performance, but other factors such as organizational culture, training, and work environment also play an important role. The implication for HR management is the importance of a holistic approach in designing incentive programs, which includes both financial and non-financial aspects. For organizational behavior, it is necessary to pay attention to factors that influence work climate, such as manager support and development opportunities, to create a productive environment and support optimal employee performance.

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