

ABSTRACT

MOHAMAD RIZKI ROMADON. NIM 2017110032. EFFECT OF INCENTIVES ON THE PERFORMANCE OF PT. ANTARA INTERMEDIARY INDONESIA

PT. Antara Intermediary Indonesia is one of the companies engaged in insurance brokerage in Jakarta. But in 2021 the COVID-19 pandemic made all industries affected by the pandemic, including the insurance broker industry which was affected by the pandemic, which reduced targets. Including PT. Antara Intermediary Indonesia, which experienced a significant decline. The research method used in this study was a quantitative descriptive method. Descriptive method is used to determine the incentives of PT. Antara Intermediary Indonesia. While quantitative methods are used to determine the performance of employees of PT. Antara Intermediary Indonesia. the average value of the Incentive variable is 2.91, which means that the employees of PT. Antara Intermediary Indonesia quite agrees with the incentives obtained because they are in the interval 2.61 – 3.40. The average value of employee performance at PT. Antara Intermediary Indonesia is 3.68, which means it is good because it is in the 3.41-4.20 interval. The highest average value is found in the indicator of carrying out the task correctly at 3.90. 3. Incentives at PT. Antara Intermediary Indonesia during the COVID-19 pandemic was quite good and employees agreed on the incentives that had been received with a value of 2.91 and the highest score on the commission indicator obtained was in accordance with the work and company provisions with a value of 3.40. 2. Employee performance of PT. Antara Intermediary Indonesia during the COVID-19 pandemic was good with a score of 3.68 and the highest score was found in the indicator of carrying out tasks correctly with a value of 3.90. The results of data analysis show that incentives have a positive and significant effect on the performance of employees of PT. Antara Intermediary Indonesia during the COVID-19 pandemic.

Key words: Incentives, Performance, PT. Antara Intermediary Indonesia

ABSTRAK

MOHAMAD RIZKI ROMADON, NIM 2017110032. PENGARUH INSENTIF TERHADAP KINERJA PT.ANTARA INTERMEDIARY INDONESIA

PT. Antara Intermediary Indonesia merupakan salah satu perusahaan yang bergerak dibidang broker asuransi di Jakarta. Tetapi pada tahun 2021 pandemi COVID-19 membuat semua industri terkena dampak oleh pandemi tersebut, tak terkecuali industri broker asuransi yang terkena dampak dari pandemi yang membuat penurunan target. Termasuk PT. Antara Intermediary Indonesia yang mengalami penurunan yang signifikan. Metode penelitian yang digunakan dalam penelitian ini adalah metode deskriptif kuantitatif. Metode deskriptif digunakan untuk mengetahui insentif PT. Antara Intermediary Indonesia. Sedangkan metode kuantitatif digunakan untuk mengetahui kinerja karyawan PT. Antara Intermediary Indonesia. Nilai rata-rata variabel Insentif sebesar 2,91 yang artinya karyawan PT. Antara Intermediary Indonesia cukup setuju dengan insentif yang didapatkan karena berada di interval 2.61 – 3.40. Nilai rata-rata kinerja karyawan di PT. Antara Intermediary Indonesia sebesar 3,68 yang artinya baik karena berada di interval 3,41 – 4,20. Nilai rata-rata tertinggi terdapat pada indikator melaksanakan tugas dengan benar sebesar 3,90. 3. Insentif pada PT. Antara Intermediary Indonesia pada masa pandemi COVID-19 sudah cukup baik dan karyawan setuju pada insentif yang telah diterima dengan nilai 2,91 dan nilai tertinggi pada indikator komisi yang diperoleh sudah sesuai pekerjaan dan ketentuann perusahaan dengan nilai 3,40. 2. Kinerja karyawan PT. Antara Intermediary Indonesia pada masa pandemi COVID-19 sudah baik dengan nilai 3,68 dan nilai tertinggi terdapat pada indikator melaksanakan tugas dengan benar dengan nilai 3,90. Hasil analisis data menunjukkan bahwa insentif berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Antara Intermediary Indonesia pada masa pandemi COVID-19.

Kata Kunci: Insentif, Kinerja, PT. Antara Intermediary Indonesia