

The Relationship of Salary And Annual Bonus To Employee Performance In Export Import Companies

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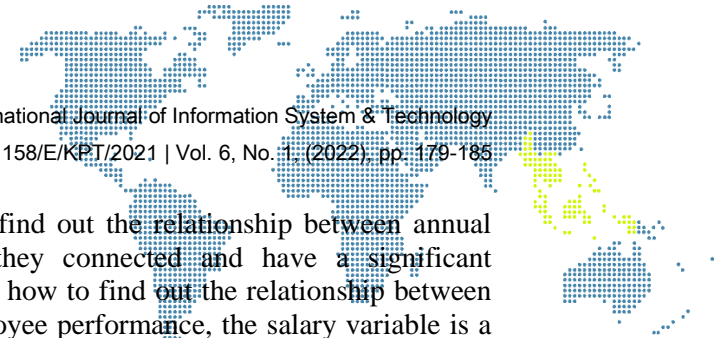
Abstract

The background of scientific writing is how to find out the relationship between annual bonus salaries and employee performance do these three variables have a significant relationship or not, therefore with this research it will be known whether the variables can be related to the company even better. The method in this study uses a quantitative method by conducting a survey of 100 employees at an import-export company and conducting a literature review study in order to find research problems that can be raised with very high novelty carried out by researchers. The problem raised in this study is there a relationship between salary and employee performance then is there a relationship between annual bonuses and employee performance with the 2 hypotheses, it will be sought to find out whether the two variables and other variables are related to each other significantly. This study produces data, namely there is a very significant relationship between salary and employee performance which has a significant value of 0.003 and there is a significant relationship between annual bonuses and employee performance which has a significant value of 0.002 with this value, the independent and dependent variables have a significant relationship very significant.

Keywords: Salary, Annual Bonus, Employee Performance, Export, Import.

1. Introduction

In a company is a very important asset that must be maintained so that the company can grow and develop into an international company, therefore employees must continue to be developed and given training in order to maximize the performance they do in the company, therefore the company must provide the best to all employees so that employees can feel at home and work optimally with employee development, the company must invest money in the form of employees and employee capacity development, therefore a good company and can take care of employees as well as possible and provide the best income [1]. The method used in this study is to use a quantitative method that surveys 100 employees at an import-export company. With this method, it is certain that the data will be more real and the processing will be maximized so that healthy decisions or results can have a direct effect on the employee [2].



The problem raised in this research is how to find out the relationship between annual bonus salary and employee performance. Are they connected and have a significant relationship or not [3]. The purpose of this study is how to find out the relationship between one variable and another variable that affects employee performance, the salary variable is a variable that affects employee performance because it has a very significant value and variable and also has significant results because it has a very good value [4]. Salary is one of the awards received by employees after working within 1 month, therefore the award must be in accordance with the work that has been done by the employee. The success of an employee who continues to grow every year, until he reaches a certain position and records the desired income according to the position achieved [5]. The annual bonus is the right of an employee because the captive bonus is the maximum result after 1 year of work and can help the company achieve certain profits. Therefore, the annual bonus is a bonus that many employees take because the annual bonus is a year-end bonus that can make employees more productive [6]. Good work and can achieve what he wants [7]. Employee performance is an important part of the hand for the company because it is a benchmark for an employee who can increase profits from the company, the better the employee performance, the better income from a company. For companies, employee performance can be influenced by many things. In this study, the salary variable and the annual bonus variable greatly affect employee performance because these two variables are a source of employee income which is an award from a company [8].

2. Research Methodology

In this section, we will discuss how the method was carried out and how the method was applied to a study. In this study, we will discuss a method based on a literature review by reading a lot of journals related to related research. Will be able to produce research with a high level of novelty, therefore writing includes research in literature review as the basic pattern of this research [9]. This research code conducts a survey to 100 employees at an import-export company. With a survey, reliable data can be obtained so that the data is the original data in the field without any editing [10].

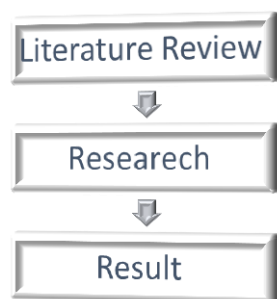


Figure 1. Research Method

3. Result and Discussion

This chapter will explain that the method that has been determined will be used as a basis for research and will be used as a result and discussion. Based on Figure 2, it can be explained that there is a relationship between salary and employee performance which is associated with hypothesis 1 and then there is a relationship between annual bonuses and employee performance which is associated with the hypothesis 2 of the two potentials, which will be explained below.

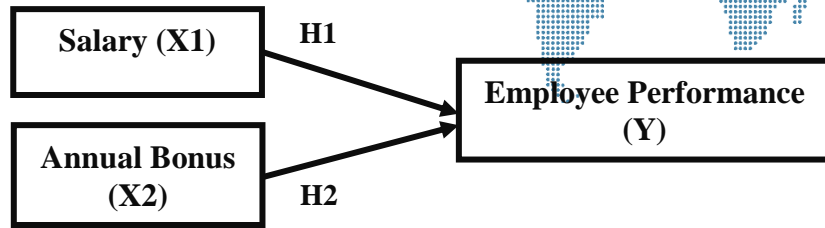


Figure 2. Hipotesis Model

Table 1. The Questions

| No | Questions | Variable |
|----|--|----------|
| 1 | Salary Is The Most Important Thing For Employees | X1 |
| 2 | Salary Is A Measure Of An Employee's Position | X1 |
| 3 | Salary Is Something That Employees Are After | X1 |
| 4 | Annual Bonus Must Be Given By The Company | X2 |
| 5 | Annual Bonus Entitlements From Employees | X2 |
| 6 | Annual Bonus Motivates Employees | X2 |
| 7 | Employee Performance Is The Benchmark Of Employees | Y |
| 8 | Employee Performance Must Be Monitored Every Month | Y |
| 9 | Employee Performance Is Something That Must Be Good | Y |
| 10 | Employee Performance Standards From Employee Appraisal | Y |

1. Multiple Linear Regression Analysis

a. Regression Equations

Table 2. Recapitulation of the Results of Multiple Linear Regression Analysis

| Variable | Unstandardized Coefficients |
|----------------------|-----------------------------|
| Salary | 2,212 |
| Annual Bonus | 0,349 |
| Employee Performance | 0,987 |

Source: The Results of Data Processing

Based on table 2 above, the coefficient value of the salary is 2.212, the annual bonus is 0.347 and the employee performance is 0.987. Based on the results of the above calculation, there is a linear regression.

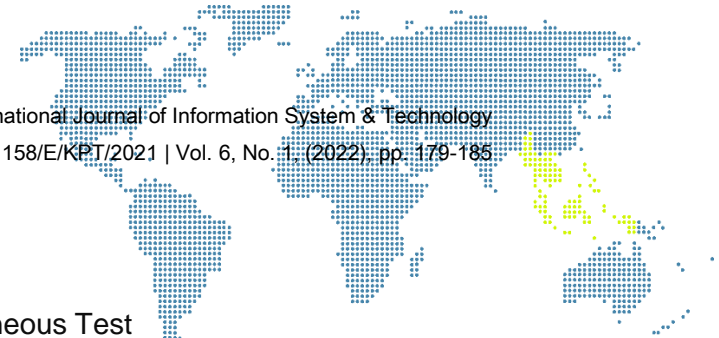
b. Koefisien Determinasi (R²)

Table 3. Correlation and Determination Coefficients

| Dependent Variable | Independent Variable | R | R Square | Adjusted R Square |
|--------------------|----------------------|-------|----------|-------------------|
| Y | X1 & X2 | 0,932 | 0,598 | 0,893 |

Source: The Results of Data Processing

Based on table 3 above, it can be explained that R X1 has 0.9, R X2 has 3.2 and X1 & X2 R Square of 0.598 and Adjusted R Square has 0.893 which means there is a very significant relationship to the variables X1 and X2.



c. Hypothesis Testing
 c.1. Hipotesis I (F test / Serempak)

Table 4. F/Simultaneous Test

| Dependent variable | Independent Variable | F Count | F Table 0,05 | Sig.F | decision on H0 |
|--------------------|----------------------|---------|--------------|-------|----------------|
| Y | X1 & X2 | 54,998 | 1,435 | 0,002 | Ditolak |

Source: The Results of Data Processing

Based on table 4, it can be explained that X1 and X2 have a significant F 0.002, which means that it rejects h0 and accepts one which has more than 54% F count and has F table of 1.4 35.

c.2 Hipotesis II (t test / Parsial)

Table 5. t / partial test results

| Variable | t | Sig. |
|----------|-------|-------|
| X1 | 3,539 | 0,003 |
| X2 | 5,989 | 0,002 |

Source: The Results of Data Processing

Based on table 5, it can be concluded that the X1 variable is 3.539 which has a very significant result of 0.003 and the X2 variable has a T value of 5.989 with a very significant result of 0.002

2. Discussion of Research Results

a. Hypothesis 1 (H1) variable Salary (X1) on Employee Performance variable (Y).

Based on the results of hypothesis testing one between the salary variable and the employee performance variable which is very significant, namely 0.003 which means accept 1 means that there is a very significant relationship between the salary variable and employee performance.

b. Hypothesis 2 (H2) variable Annual Bonus (X2) on Employee Performance (Y).

Based on the results of hypothesis testing two between the Annual Bonus variable and the employee performance variable which is very significant, namely 0.002 which means accept 1 means that there is a very significant relationship between the salary variable and employee performance.

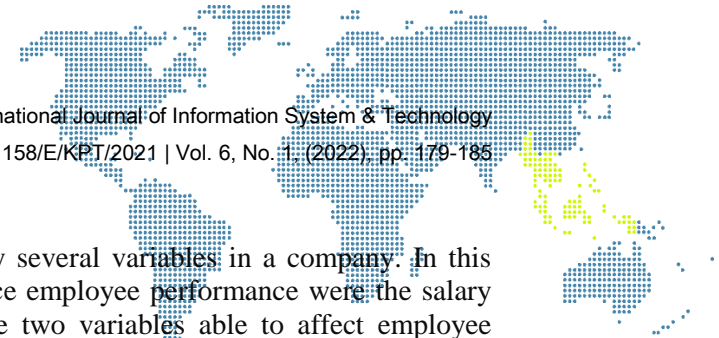
3. Descriptive Analysis

a. Salary Variables (X1)

Salary is closely related to employee performance, because with a high salary, it is expected that employee performance will increase, therefore employees pay much attention to the company so that it can improve the performance of these employees.

b. Annual Bonus Variable (X2)

The annual bonus is the right of the employee if the company experiences profits every year because with the annual bonus the employee's performance will increase, it is hoped that this performance can affect the profit level of the company. From the company so that the company can provide a better annual bonus every year.



c. Employee Performance Variable (Y)

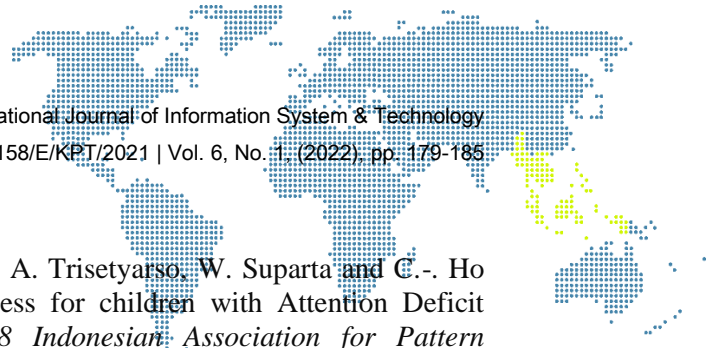
Employee performance is heavily influenced by several variables in a company. In this study, the variables that were appointed to influence employee performance were the salary variable and the annual bonus variable. Are these two variables able to affect employee performance? Employee performance will be able to increase based on the salary and annual bonus variables. That with the annual bonus and salary will improve employee performance.

4. Conclusion

Conclusion in the research above, it can be concluded that after a survey has been conducted to 100 people which was conducted randomly and obtained by immersion, the data results prove that in the field that e-commerce variables and accounting information system variables can significantly influence variable need for audit Therefore, because it has a significant effect on the other variable 1 dollar variable, it can be ascertained that this variable must exist so that the other variables can support one variable with another variable.

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