

THE INFLUENCE OF ADDITIONAL EMPLOYEE INCOME ON EMPLOYEE PERFORMANCE IN THE LAND OFFICE EAST LAMPUNG DISTRICT

Fauzi,¹⁾ Hikmatul Aliyah,²⁾ Joko Saputro³⁾

Institut Bakti Nusantara

E-mail: jokosa046@gmail.com

Abstract: *Conceptually and empirically, measurement of staff performance and additional income is closely linked to the core tasks and functions of the work unit. Additional amount of income for civil servants is awarded based on the respective posts occupied by officials, both structural and functional. The research is aimed at finding out the impact of the employee income tax on the performance of employee farm office in East Lampung district. This research uses descriptive quantitative methods. The data collection technique in this study is a questionnaire with samples of 46 respondents using saturated sampling techniques. The data analysis technique used in this study is simple regression with the help of the SPSS 16 application. Conceptually and empirically, measurement of staff performance and additional income is closely linked to the core tasks and functions of the work unit. Additional Scale The results of this study suggest that the additional variable of employee income has a positive and significant impact on the performance of the employee of the land office of the East Lampung District. As for the correlation coefficient of 51.2%, while the remaining 48.8% was influenced by other factors that were not included in this study.*

Keywords: *additional employee income, performance*

1. Introduction

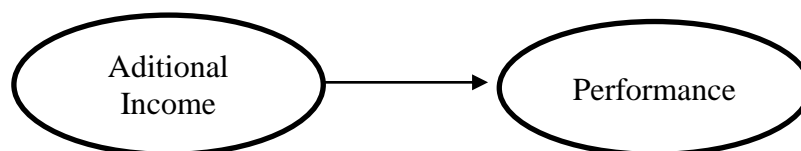
Conceptually and empirically, measurement of staff performance and additional income is closely linked to the core tasks and functions of the work unit. Additional amount of income for civil servants is awarded on the basis of the respective posts occupied by officials, both structural and functional.

The majority and minority of the additional income earned by the staff member each month based on the results of the work performance (presence and availability of performance) of each staff member, if the work achieved by such staff member is in line with the objective or can be said good, then the extra income obtained will be of the maximum value in accordance with what has been established in the Regulations of the Minister of Agriculture and Space Administration/Head of the National Forestry Agency No. 14 of 2014 (Article 2 para. 1), as well as the otherwise if the performance of the employee does not meet the target, then additional income of the employees received is not maximum. In this study to find out the performance of the staff who did not meet the target, conducted a pre-survey of 5 employees of the Farm Office of East Lampung district on the basis of data sources in January 2022 obtained from the Subdivision of Enterprise and Coordinator of the General Substance and Personnel Group, then

received data of staff who do not such performance as seen from the level of presence and completion of the job so affecting additional income received.

With the additional reduction of the income, there will be a high enthusiasm and motivation to improve the performance of his work. The five officers who are currently pre-survey researchers have begun to improve their performance, in order to arrive on time and be able to complete their work, thus affecting the extra income earned at maximum value. Conceptually and empirically, individual performance measurements are closely related to the main tasks and functions of the work unit, the description of the tasks, and the performance standards of the Civil State Officer (PNS). Purchasing decisions, while research results (Ilmiyah & Krishernawan 2020) show that prices and convenience have a positive and significant influence on purchasing decisions. Whereas the results of research (Sukmawati & Setiawati 2021) result that in this case price prescription variables are partially not significant and significantly influenced on purchase decisions and ease of use, partially positive and importantly influence the purchase decisions, as well as simultaneously the price perception variables and easiest use influence positive and significantly on product purchase decisions.

Based on the above description, the researchers were interested in researching the “Extra Effect of Officer Income on Officer Performance in the East Lampung Farm Office”.



3. Research Method

This study employed a quantitative research methodology. Measuring the symptoms of interest is crucial in quantitative research because the analysis typically involves statistical analysis. To collect data, a structured list of questions (questionnaire) is created based on measurements of the variables under study. This process yields quantitative data. Meanwhile, the type of research is associative research. Associative/relationship research is research that aims to determine the relationship between two or more variables. With this research, a theory can be built that can function to explain, predict and control a phenomenon, Sugiyono (2013). Sugiyono (2015) defines a population as a generic region made up of persons and objects with particular attributes and traits that are used by researchers to investigate and make inferences. Based on Sugiyono (2008: 116), the sample size is determined by considering that it is "part of the number and characteristics possessed by the population." It is preferable to take all research objects if there are fewer than 100; if there are more than 100, then 10%, 15%, 20%, or 25% of the objects may be taken." Based on this, the researchers took the total population of 46 officers.

The sampling technique used in this study is a saturated sampler, because all members of the population are sampled, that is, all the officials who are in the East Lampung Farm Office are 46 people.

Table 1. Respondent Profile

Profile of respondent	Frequency	Percentage (%)
Gender:		
1. Male	26	56.00
2. Female	20	44.00
Age:		
1. 24-35	15	33.00
2. 36-44	20	43.00
3. > 55	11	24,00

Based on Table 1 above, it can be seen that the sex of respondents of East Lampung land office officers are 26 men or 54% and women 20 or 44%. This indicates that the men's gender is predominantly dominated by the East Lampung land office staff.

The number of respondents aged 24-35 years was 15 or 33%, the number of those aged 36-44 years was 20 or 43%, and 11 or 24% of the respondents who were 55 years of age or older.

Table 2. Reliability

No.	Variabel	Cronbach Alpha	Cronbach Alpha yang disyaratkan	Keterangan
1.	TPP	0,730	>0,6	Reliabel
2.	Kinerja	0,815	>0,6	Reliabel

Table 2 The SPSS output is known to have Cronbach's Alpha value > 0.6 which is $0.730 > 0.6$ for the work stress variable, $0.815 > 0.6$ for the productivity variable so it can be concluded that the question that has been presented to 46 respondents consisting of 18 questions is reliable.

Simple Linear Regression

Simple linear regression is used to know the influence of variables, so the commonly used basic formula for simple linear regression is: $Y = a + bx$

Table 3. Simple Linear Regression
Simple Linear Regression

Simple Linear Regression	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Simple Linear Regression (Constant)	9.538	3.082		3.095	.003
TPP	.773	.111	.723	6.941	.000

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Based on the above table can be seen the simple linear regression equation is: $Y = 9,538 + 0,773 X$ From the result above, it can be implemented as follows: 1. A variable (Y) is as much as 9.538 indicates that constant work stress is of 9.538, if affected by the variable(x). It can then be understood that the additional employee income is fixed at 9.588, before or without the employee performance variable. 2. $B_1 = 0.773$ shows that when the value of the additional variable income employee (x) increases 1% then the labour productivity variable will increase by 0.773, with the X variable fixed.

Hypothesis Testing Results

Based on table above Results show that $t_{hitung} 69.41 > t_{table} 1.706$ and significant $0,000 < 0.05$, then H_a accepted and H_0 rejected, which indicates there is an additional influence of employee income on employee performance.

Coefficient of Determination (R^2)

Based on Table above can be known R of 0.723 means that the relationship between the additional variable of employee income (X) and employee performance (Y) is 72.3%. This supplementary employee earnings(X) to staff performance has a fairly close relationship. and R Square of 0.512 can be called a determination coefficient, in this case means 51.2% of staff performance(Y) can be obtained and explained by additional staff earnings (X).

4. Results and Discussion

The Additional Impact of Officer Income on Officer Performance

The results of the research showed that the $t_{hitung} 69,41 > t_{table} 1,706$ and significant $0,000 < 0,05$, then H_a accepted and H_0 rejected, which stated that there was an additional influence of the earnings of the staff faced by the performance of staff in the National Farming Agency of the East Lamp. The results of this study are in line with Darmayanti 2018's previous study entitled "Effects of Additional Income of State Civil Appliance Officers (Incentive) on the Performance of Civil State Officials in the Public Employment Service of the City of Medan" which stated that there is an additional impact of Employee Counseling on Official Performance where if the Officer's Extra Income is higher then the performance of the officials is also better.

5. Conclusion And Suggestion

Based on the analysis of the results of the study on the Additional Impact of Officer Income on Officer Performance in the East Lampung Farm Office, the conclusion can be drawn as follows: The results showed that $51,2 > \text{table } 1,706$ and significant $0,000 < 0,05$, then H_a was accepted and H_0 was rejected, which stated that there was an additional influence on the employee's income compared to the performance of employees in the National Farm Office of East Lampung.

Advice

Based on the conclusion that has been presented above, the author submits a suggestion that can be considered by the Farm Office of East Lampung District.

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