

ABSTRACT

**THE EFFECT OF INCENTIVES AND BENEFITS ON
EMPLOYEE PERFORMANCE**
*(A Research on Non-Managerial Employees at PT. WOM Finance Tbk
Tasikmalaya Branch)*

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The objectives of this research to determine and analyze the effect of incentives and benefits Against Non-Managerial Employee Performance at PT WOM Finance Tbk Tasikmalaya Branch. The research method used is a survey method. Data collection techniques used interviews, questionnaires, and documentation studies. The sampling technique in this study used saturated sampling (census) with a sample size of 37 respondents. Data analysis technique using Path Analysis. The results showed that incentive, benefits and performance were classified as good. As well as Incentives and Benefits Against Non-Managerial Employee performance at PT WOM Finance Tbk Tasikmalaya Branch.

Keywords: Incentivs, Benefits, Employee Performance

ABSTRAK

PENGARUH INSENTIF DAN TUNJANGAN TERHADAP KINERJA KARYAWAN (Suatu Penelitian Pada Karyawan Non Manajer di PT. WOM Finance Tbk Cabang Tasikmalaya)

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Penelitian ini bertujuan untuk mengetahui dan menganalisis Pengaruh Insentif dan Tunjangan Terhadap Kinerja Karyawan non manajer di PT WOM Finance Tbk Cabang Tasikmalaya. Metode penelitian yang digunakan adalah metode survei. Teknik pengumpulan data menggunakan wawancara, kuesioner, dan studi dokumentasi. Teknik pengambilan sampel pada penelitian ini menggunakan sampling jenuh (sensus) dengan ukuran sampel sebanyak 37 responden. Teknik analisis data menggunakan *Path Analysis*. Hasil penelitian diketahui bahwa insentif, tunjangan dan kinerja termasuk dalam klasifikasi baik. Serta Insentif dan Tunjangan berpengaruh terhadap Kinerja Karyawan non manajer PT WOM Finance Tbk Cabang Tasikmalaya.

Kata Kunci: Insentif, Tunjangan, Kinerja Karyawan