

**ANALISIS REWARD TERHADAP KINERJA KARYAWAN
DI PT YAMIN BANGUN MANDIRI
BANJARMASIN**

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ABSTRAK

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This study aims to examine: (1) What must be achieved by employees at PT. Yamin Bangun Mandiri, (2) Forms of reward given to employees at PT. Yamin Bangun Mandiri, (3) the impact of rewards on employee performance at PT. Yamin Builds Independently.

The design of this research is qualitative descriptive research, which is research that describes data as it is and explains data or events with explanatory sentences qualitatively. Qualitative research as research that is intended to understand the phenomenon of what is experienced by research subjects. by seeking data through field observations, interviews at PT Yamin Bangun Mandiri Banjarmasin.

Research results show (1) Requirements that must be achieved by employees of PT. Yamin Bangun Mandiri must have the character of honest work, employees may not provide prices with a different total or in excess of the predetermined price. Hard Work that encourages

employees of PT Yamin Bangun Mandiri to be able to carry out tasks according to their functions within the organization. Basically, motivation can spur employees to work hard, so they can achieve their goals. (2) There are 2 forms of rewards given to employees at PT Yamin Bangun Mandiri, namely: Intrinsic Rewards given to employees as self-regulated rewards or rewards originating from within yourself. This award is usually in the form of satisfaction or gratitude, and sometimes also in the form of a feeling of pride for a job well done. Therefore, it will arise from within employees a sense of satisfaction at work, and extrinsic rewards. Extrinsic rewards given to employees by PT Yamin Bangun Mandiri in the form of financial in the form of extra salary, bonuses and non-financial in the form of promotion (3) The impact of rewards on employee performance at PT. Yamin Bangun Mandiri Banjarmasin argues that work is more productive: The impact of giving rewards can increase motivation, and provide more appreciation for work and employee loyalty in working productively to achieve the desired target. employees feel happier. Employees who work at PT Yamin Bangun Mandiri Banjarmasin are happy if they are given a good appreciation, especially if the appreciation and rewards given are commensurate with the efforts that have been made by these employees.

Keywords: Award, Performance, Qualitative

ABSTRACT

Aditya Muhammad Ramadhan Potoboda, 2023, Analysis of Rewards on Employee Performance at PT Yamin Bangun Mandiri Banjarmasin, Supervisor I : Syahrani, SE,MM , Supervisor II : Hj.Erni Alfisah, SE,MM

This study aims to analyze compensation in improving employee performance, to find out how compensation is given by the company and to find out the role of compensation given by the company in order to increase employee performance at Hay Coffee & Eatery Martapura Stores.

The research design carried out in this study was a qualitative research. Data collection techniques in this study used primary data and secondary data, namely through interviews, documentation, observation and literature study. The analytical tool used in analyzing this research is data reduction, data presentation and conclusion.

The results of the research analysis show that the compensation provided by Kedai Hay Coffee & Eatery Martapura is in the form of financial and nonfinancial compensation. Direct financial compensation is a reward that will be received by employees directly in the form of money. Direct financial compensation includes basic salary, wages and bonuses. Then, indirect financial compensation includes benefits, health insurance, office facilities, leave entitlements, pension security, old age insurance and others. Kedai Hay Coffee And Eatery Martapura shows more financial compensation compared to nonfinancial compensation. This is evidenced by the number of employees who express satisfaction with the salary and benefits provided. Employees are very satisfied with the financial compensation provided. The role of providing compensation at Kedai Hay Coffee & Eatery Martapura, namely compensation in the form of salary, incentives, bonuses, benefits, work and work environment is an important factor to influence the increase in an employee's performance in achieving company targets. Because the greater the compensation given by the company to its employees, the higher the efforts of

the employees to improve their performance and achieve the company's targets, Kedai Hay Coffee & Eatery Martapura.

Keywords: Compensation, Employee Performance

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