

# THE EFFECT OF WORK FROM HOME, WORK DISCIPLINE AND INCENTIVE GIVING ON EMPLOYEE PERFORMANCE AT PT. ASTRA INTERNASIONAL, Tbk – ISUZU MEDAN

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*Abstract: This study aims to determine the effect of work from home, work discipline and incentives on employee performance at PT. Astra Internasional, Tbk - Isuzu Medan. This type of research uses quantitative research. The number of samples in this study was 37 respondents. Based on the results of the t hypothesis test, it can be concluded that work from home has a positive and significant effect on employee performance, with a  $t_{count}$  value of  $2.769 > t_{table} 2.036$  and a sig value of  $0.009 < 0.05$ , work discipline has a positive and significant effect on employee performance, with a  $t_{count}$  value of  $2.205 > t_{table} 2.036$  and a sig value of  $0.035 < 0.05$ , and incentives have a positive and significant effect on employee performance, with a  $t_{count}$  value of  $2.428 > t_{table} 2.036$  and a sig value of  $0.021 < 0.05$ . Based on the results of the F hypothesis test, it can be concluded that simultaneously work from home, work discipline and incentive provision have a positive and significant effect on employee performance, with the  $F_{count}$  value  $> F_{table}$ , which is  $13,369 > 2.89$  and the significance value  $F < significance\ value (0.000 < 0.05)$ . Based on the results of the  $R^2$  test, it can be concluded that the  $R^2$  value is  $0.549 (54.9\%)$  which means that the variation in employee performance values is determined by the role of variations in work from home values, work discipline and incentive provision.*

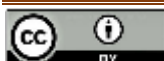
*Keywords: Work From Home, Work Discipline, Incentives, Employee Performance.*

**Abstrak:** Penelitian ini bertujuan untuk mengetahui pengaruh work from home, disiplin kerja dan pemberian insentif terhadap kinerja karyawan pada PT. Astra Internasional, Tbk – Isuzu Medan. Jenis penelitian ini menggunakan penelitian kuantitatif. Jumlah sampel dalam penelitian ini sebanyak 37 responden. Berdasarkan hasil uji hipotesis t dapat disimpulkan work from home berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai  $t_{hitung}$  sebesar  $2.769 > t_{tabel} 2.036$  dan nilai sig  $0.009 < 0.05$ , disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai  $t_{hitung}$  sebesar  $2.205 > t_{tabel} 2.036$  dan nilai sig  $0.035 < 0.05$ , dan pemberian insentif berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai  $t_{hitung}$  sebesar  $2.428 > t_{tabel} 2.036$  dan nilai sig  $0.021 < 0.05$ . Berdasarkan hasil uji hipotesis F dapat disimpulkan secara simultan work from home, disiplin kerja dan pemberian insentif berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai  $F_{hitung} > F_{tabel}$ , yaitu  $13.369 > 2.89$  dan nilai signifikansi  $F < nilai\ signifikansi (0.000 < 0.05)$ . Berdasarkan hasil uji  $R^2$  dapat disimpulkan bahwa nilai  $R^2$  sebesar  $0.549 (54,9\%)$  yang berarti variasi nilai kinerja karyawan yang ditentukan oleh peran dari variasi nilai work from home, disiplin kerja dan pemberian insentif.

**Kata Kunci:** Work From Home, Disiplin Kerja, Pemberian Insentif, Kinerja Karyawan

## INTRODUCTION

Human resources are an important factor in every company activity. The importance of human resources can be seen from their ability to carry out work optimally and responsibly, so that they can provide optimal contribution to the company. In early 2020, a virus called covid appeared throughout the world. Entering March, Indonesia began to be affected by the virus so that many companies took firm action to prevent its spread. With the covid-19 pandemic, companies implemented a new method,



namely work from home. In 2022, the work from home system is still being implemented in various companies considering that the Covid-19 virus has not yet disappeared in Indonesia.

Work From Home also has an impact on an employee's performance due to differences in atmosphere and environment. Employee performance is one of the components that has an important influence so that the company can stand. If employee performance is low, it will affect the quality of the company's services or products offered.

Factors that influence the implementation of work from home that can directly affect employee performance such as the completeness of work tools and communication, lack of coordination and difficulty in monitoring workers, environmental disturbances at home, miscommunication and so on, and this greatly affects the normality of work activities, causing employee performance to decline. To see the actual conditions regarding work from home at PT. Astra Internasional, Tbk - Isuzu Medan, a pre-survey was conducted by distributing temporary questionnaires to 10 employees. From the pre-survey, the data in table 1 was obtained.

**Table 1. Results Pre-Work Survey From Home**

No	Question	No Agree	Percentage (%)	Agree	Percentage (%)
1	Work from home can reduce level stress And work pressure	4	40%	6	60%
2	Method work from home make it easier in finish work.	7	70%	3	30%
3	Work from home can enhance creativity Work	4	40%	6	60%
<b>Average</b>		5	50%	5	50%

Source : Processed Results Writer, 2023

Based on Table 1, it can be seen from the results of the pre-survey of the work from home method. home Where employee tend answer "No Agree" on question number 2 as much as 70% that work from home make it easier in finish work. So that can means that method work from home at the company PT. Astra International, Tbk – Isuzu Medan does not make it easy in completing work due to network or signal interference bad so that there is miscommunication between employees who do the work from home with employees who do not work from home. As a result of miscommunication will cause information Which delivered No in accordance with hope.

Performance employee can influenced wrong one factor most important that is discipline work. every company certain want to own employee which competent and have a good work discipline attitude to improve company performance. With good work discipline, the activities carried out within company can be achieved according to expectations. Work discipline is used to Motivate employee so that to discipline self in carry out work Goodper person or per group. The high work discipline attitude applied by employee can reflect that employee the have flavor not quite enough great responsibility for the tasks given so as to encourage the existence of Spirit in working for realize the company's goals.

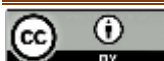
For see How condition actually about discipline Work in PT.Astra International, Tbk – Isuzu Medan, so done pre survey with distributing temporary questionnaires to 10 employees. From the pre-survey the data obtained on table:

**Table 2. Results Pre-Survey Discipline Work**

No	Question	No Agree	Percentage (%)	Agree	Percentage (%)
1	Employee always come to office on time	7	70%	3	30%
2	Employees completetask with on time	3	30%	7	70%
3	Employees take advantage of time to achieve given target company.	2	20%	8	80%
<b>Average</b>		4	40%	6	60%

Source: Processed Results Writer, 2023

Based on Table 2, it can be seen that the work discipline possessed by employees at PT. Astra International, Tbk – Isuzu Medan are quite good at this can be seen from the average number of employees who gave the answer "Agree" of 60%. However, problems arise in terms of work discipline



where there are still Employees who always come to the office late, resulting in the work given is piling up. Thus some of the work is not given according to deadline which has been determined by company.

Giving incentive including element important in development source Power man. Need employee as individual can in the form of material And nonmaterial, problem need This can become booster man For Workor can cause employee more enthusiastic in do workwith the expectation of receiving compensation from the company where Work For fulfil his needs the. Wrong One reply service Which usuallygiven company is an incentive. Giving incentive can increase productivity employee And retain high performing employees to remain in the organization or company. To see the actual conditions regarding the Provision of Incentivesat PT. Astra International, Tbk – Isuzu Medan, a pre-survey was conducted with distributing temporary questionnaires to 10 employees. From the pre-survey the data obtained on table 3:

**Table 3**  
**Results Pre-Survey Giving Incentive**

No	Question	No Agree	Percentage (%)	Agree	Percentage (%)
1	Company give bonus If capable reachgiven target company	6	60%	4	40%
2	Giving commissionWhich applied company fair enough	3	30%	7	70%
3	Receive benefitsin accordance with the not quite enough answer	3	30%	7	70%
<b>Average</b>		4	40%	6	60%

Source : Processed Results Writer, 2023

Based on table 3 can seen that giving incentive which are owned by employee in PT. Astra International, Tbk – Isuzu Medan already enough good matter This can seen from average employee Which give answer "Agree" as big as 60%. However arise problem in matter giving incentive where company give bonus if employee capable reach target Which given company so that result in giving incentive no given to employees carelessly. Thus arises the desire and Employee motivation to be more enthusiastic in achieving the targets that have been set given company.

Sinurat (2021) states that performance is a function of motivation and ability to complete one's tasks or work duly have a degree willingness and certain level of ability. Performance employee is results Work Which achieved somebody incarry out tasks Which charged to him For reach target Work. To see the actual conditions regarding Employee Performance at PT. Astra International, Tbk – Isuzu Medan, a pre-survey was conducted with distributing temporary questionnaires to 10 employees. From the pre-survey the data obtained on table 4:

**Table 4. Results Pre-Survey Performance Employee**

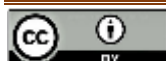
No	Question	No Agree	Percentage (%)	Agree	Percentage (%)
1	Use time Work withmaximum without do activity personal	3	30%	7	70%
2	Capable carry out a taskin accordance with the quality Work Which wanted	7	70%	3	30%
3	Capable use time Work in a wayeffective with creativity	5	50%	5	50%
<b>Average</b>		5	50%	5	50%

Source : Results Author's Editing, 2023

Based on Table 4, it can be seen from the results of the employee performance pre-survey. where employees tend to answer “Disagree” to question number 2 as much as 70%. So it can be concluded that the problem is with employee performance not enough optimal due to because target No can achieved by employee so that quality Work what the company wants is not fulfilled.

Based on background behind problem, so can identified problems as following:

1. The occurrence miscommunication between employee Which do *work from home* and employee Which not doing *work from home*.



2. Work pile up.
3. Giving incentive No haphazard given to employee due to so that become booster desire employee for tryreach target provided by the company.
4. Performance employee not enough optimal due to Because quality Work Whichwanted company is not met.

## LITERATURE REVIEW

### Framework Theory

According to (Nadapdap, 2022) mention that management source Power man (HR) is a series activity planning, procurement, development, maintenance and use HR For achieving goals good in terms of individual and also organization. According to (Bintaro & Daryanto, 2017) state that Human resource management, abbreviated as MSDM, is a science or method How arrange connection and role source Power (power work) owned by individuals efficiently and effectively and can be used to the maximum so that the company and employees' shared goals are achieved and society becomes maximum.

### Work From Home

According to (Ashal, 2020), working from House means work paid which done especially from house (minimum 20 hours per week). According to the (Curiosity, 2021) mention that work from home (WFH) is defined as the way employees work outside the office. office either from home, from a cafe or restaurant according to your wishes employee. According to (Fitria, 2020), work from home is an employee's activity or work that is outside the office or with other words work from home.

### Discipline Work

According to Hasibuan (2010) in Gabriel (Simamora, et al., 2017) disclose that discipline Work is awareness and willingness a person obeys all company rules and social norms Which applies. According to Rivai and Sagala (2013) in (Simamora, et al., 2017) stated that discipline work is a tool Which used for manager For communicate with employee so that they willing for change a behavior And For increase awareness also a person's willingness to obey all social rules and norms Which applies in a company. According to (Sinambela, 2012) disclose that discipline Work is a person's ability to work regularly and diligently continuously And Work in accordance with rules Which applicable with No violate the rules that have been set.

### Giving Incentive

According to (Fitriadi, 2015), providing incentives is Wrong One method or business company for increase quality Work personnel or employees. According to Hasibuan (2001) in (Normi, 2015) to put forward that incentive is addition reply service Which given to employee certain whose achievements above standard performance. According to Panggabean (2002) in (Normi, 2015) to put forward that incentive is reward direct Which paid to employee Because performance exceeding the standard determined

### Performance Employee

According to (Fattah, 2017) employee performance or Employees are the results or outputs (outcomes) of a job. assigned in an organization or institution. According to (Priansa, 2017), performance is embodiment from ability in the form of work real or is work results achieved by employees in carrying out their duties and jobs Which comes from the company. According to (Shaleh, 2018) disclose that performance employee or employee is is results Work a employee during period certain compared to with various possibility, for example predetermined standards, targets, goals or criteria And has been mutually agreed upon.

## RESEARCH METHODS

### Type of Study

Type Study which used on study this is study quantitative. Quantitative research is research whose data can be measured or counted in a way direct, that is in the form of information or explanation which is stated with numbers or number form.

### Location Study

Location study contains information about location object research conducted by researchers. As for the location This research is PT. Astra International, Tbk – Isuzu Medan which located at Jalan



Sisingamangaraja No. 243 Sudirejo II, Medan District City, Medan City, North Sumatra. This research was conducted in month October 2022 up to completion of this research.

### Population And Sample

Sugiyono (2018), population is a generalization area that consists of objects or subjects that have qualities and characteristics certain specified by researchers to be studied and then conclusions are drawn. The population in this study were employees at PT. Astra International, Tbk – Isuzu Medan with a population of There is as many as 37 people. Sugiyono (2018), sample is part from amount and characteristics possessed by the population. The sampling technique that used is saturated sampling. Saturated sampling is technique determination sample when all member population used as sample. Matter This often done when amount population relatively small, not enough from 100 person. With thus, amount sample Which used as respondent in this research as many as 37 person (employee).

## RESULTS AND DISCUSSION

### Characteristics Respondents

The respondents of this study were employees of PT. Astra International, Tbk – Isuzu Medan as much as 37 person employee. Writer describe Respondent based on type sex, age And position.

**Table 5. Characteristics Respondents Based on Type Sex**

Type Sex	Amount	Percent (%)
Man	30	81
Woman	7	19
Total	37	100

Source : Processed By Author (2023)

Table 5 on results determination characteristics respondent based on gender obtained that respondents who were male there were 30 men (81%) and 7 people (19%) women. From these results it can be concluded that the majority of employees PT. Astra International, Tbk – Isuzu Medan various sex man.

**Table 6. Characteristics Respondents Based on Age**

Age	Amount	Percent (%)
20 - 30	12	30
31 - 40	11	30
41 - 50	7	20
51 - 60	7	20
Total	37	100

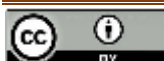
Source : Processed By Author (2023)

The results of determining the characteristics of respondents based on age were obtained that respondents aged between 20 - 30 years were 12 people (30%), age between 31 - 40 year as big as 11 person (30%), age between 41 - 50 years old amounted to 7 people (20%), and aged between 51 - 60 years amounted to 7 person (20%). From results the that can concluded that the majority of employees working at PT. Astra International, Tbk – Isuzu Medan is old between 20 - 30 years and 31 - 40 years.

**Table 7. Characteristics Respondents Based on Position**

Position	Amount	Percent (%)
Administration	12	32.4
Sales	15	40.6
Field Advisor	2	5.4
Service Advisor	3	8.1
Partman	2	5.4
Part Sales	2	5.4
Part Head	1	2.7
Total	37	100

Source : Processed By Author (2023)



From table 7 it can be explained that respondents with positions administration as many as 12 respondents with a percentage of 32.4%, position Sales as much as 15 Respondent with percentage 40.6%, position Field.

Advisor as many as 2 respondents with a percentage of 5.4%, Service position advisor as much as 3 Respondent with percentage 8.1%, position Partman as many as 2 respondents with a percentage of 5.4%, position Part Sales as many as 2 respondents with a percentage of 5.4%, and the position of PartsHead as much as 1 Respondent with percentage 2.7% with total overall 37 respondents with percentage 100%.

**Table 8. Results Test Validity Work Variable From Home**

Statement	r count	r table	Validity
X1.1	0.654	0.324	Valid
X1.2	0.704	0.324	Valid
X1.3	0.511	0.324	Valid
X1.4	0.453	0.324	Valid
X1.5	0.517	0.324	Valid
X1.6	0.482	0.324	Valid
X1.7	0.499	0.324	Valid
X1.8	0.524	0.324	Valid
X1.9	0.364	0.324	Valid
X1.10	0.431	0.324	Valid
X1.11	0.416	0.324	Valid
X1.12	0.474	0.324	Valid

Source : Processed Results SPSS 25 (2023)

From the test results it is known that all statements about the work from home indicator is declared valid and meets the requirements validity, it can be seen that the calculated  $r > r_{table}$ , meaning the 12 statements This is relevant to be used as an indicator of work measurement variables. from home.

**Table 9. Results Test Validity Discipline Work (X<sub>2</sub>)**

Statement	r count	r table	Validity
X2.1	0.414	0.324	Valid
X2.2	0.594	0.324	Valid
X2.3	0.514	0.324	Valid
X2.4	0.540	0.324	Valid
X2.5	0.468	0.324	Valid
X2.6	0.692	0.324	Valid
X2.7	0.528	0.324	Valid
X2.8	0.431	0.324	Valid

Source : Processed Results SPSS 25 (2023)

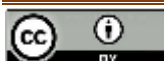
From the test results it is known that all statements about Work Discipline indicators are declared valid and have met the requirements validity, it can be seen that the calculated  $r > r_{table}$ , meaning the 8 statements the relevant used as indicator variable measurement discipline Work.

**Table 10. Results Test Validity Variables Incentive Provision (X<sub>3</sub>)**

Statement	r count	r table	Validity
X3.1	0.658	0.324	Valid
X3.2	0.550	0.324	Valid
X3.3	0.797	0.324	Valid
X3.4	0.771	0.324	Valid

Source : Processed Results SPSS 25 (2023)

From the test results it is known that all statements about indicator giving incentive stated valid And has fulfil condition validity, can seen that  $r_{count} > r_{table}$ , It means 4th statement the relevant used as indicator variable measurement giving incentive.



**Table 11. Results Test Validity Variables Performance Employee (Y)**

Statement	r count	r table	Validity
Y1.1	0.502	0.324	Valid
Y1.2	0.573	0.324	Valid
Y1.3	0.675	0.324	Valid
Y1.4	0.456	0.324	Valid
Y1.5	0.520	0.324	Valid
Y1.6	0.698	0.324	Valid
Y1.7	0.338	0.324	Valid
Y1.8	0.697	0.324	Valid
Y1.9	0.622	0.324	Valid
Y1.10	0.641	0.324	Valid

Source : Processed Results SPSS 25 (2023)

From the test results it is known that all statements about Employee performance indicators are declared valid and have met the requirements validity, it can be seen that the calculated  $r > r_{table}$ , meaning the 10 statements the relevant used as indicator variable measurement performance employee.

**Table 12. Results Test Reliability Data**

Variables	Cronbach's Alpha	Alpha	Reliability
Work From Home	0.724	0.60	Reliable
Discipline Work	0.620	0.60	Reliable
Giving Incentive	0.646	0.60	Reliable
Performance Employee	0.775	0.60	Reliable

Source : Results Processed SPSS Version 25 (2023)

Based on criteria Which stated that a variable it is said reliable if it provides a *Cronbach's Alpha value*  $> 0.60$ . Based on the results of SPSS version 25 in the table above, then the statement of the *work variable from home* ( $X_1$ ), *work discipline* ( $X_2$ ), *giving incentive* ( $X_3$ ), And *performance employee* (Y) stated reliable with criteria the Because *Cronbach's Alpha*  $> 0.60$ .

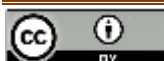
**Table 13**

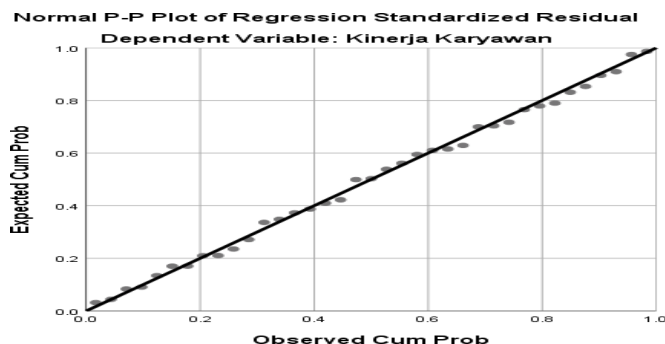
**Results of Normality Test with Kolmogorov-Smirnov Test One Sample Kolmogorov- Smirnov Test**

One Sample Kolmogorov-Smirnov Test		
		Unstandardized Predicted Value
N		37
Normal Parameters a,b	Mean	43.4054054
	Std. Deviation	2.00927077
Most Extreme Differences	Absolute	.125
	Positive	.125
	Negative	-.082
Test Statistics		.125
Asymp. Sig. (2-tailed)		.152 <sup>c</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source : Processed Results SPSS Version 25 (2023)

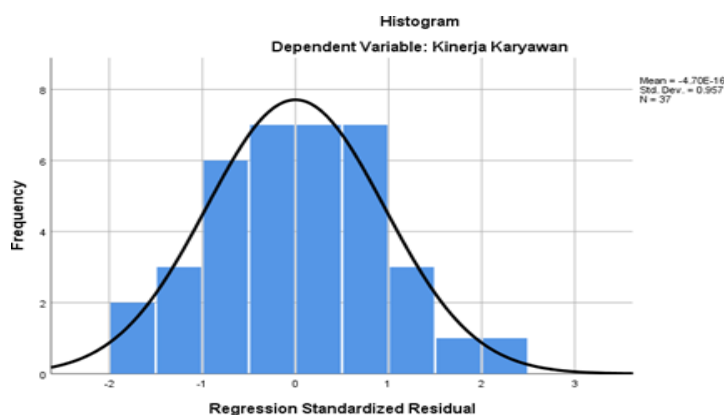
Table 13 on can known mark *Asymp. Sig. (2-tailed)* as big as  $0.174 > \alpha$  (0.05). So that testing normality use *PP Plot* and *Kolmogorov-Smirnov Test* has distribution data normal.





**Picture 1. Results Test Normality with PP Plot**

Source : Results Processed SPSS Version 25 (2023)



**Picture 2. Test Normality Histogram**

Source : Processed Results SPSS Version 25 (2023)

Figure 1 is a normality test using the normal approach. probability plot, temporary on Picture 2 is testing normality with approach histogram. It is known that Picture 2, dot, dot, dot spread around line diagonal, temporary on Picture 4.2, seen curve shaped curve normal, so that data is normally distributed.

**Table 14. Results Test Multicollinearity**

1	Work From Home	.565	1.770
	Discipline Work	.880	1.136
	Giving Incentive	.593	1.687

a. Dependent Variables: Performance Employee

Source : Results Processed SPSS Version 25 (2023)

Table 14 above shows that the VIF value of the independent variable Work From Home is 1,770 < 10, Work Discipline is 1,136 < 10, provision of Incentives as big as 1,687 < 10 and Tolerance Work From Home as big as 0.565 > 0.10, Tolerance Work Discipline is 0.880 > 0.10, Incentive Tolerance is 0.593 > 0.10, so that can concluded No there is correlation or connection between independent variables or there is no multicollinearity between independent variables. So, independent variables (Work From Home, Work Discipline and Provision of Incentives for Performance Employees) can used for predict Performance Employee

**Table 15. Results Test Heteroscedasticity with Test Glacier**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1,970	8,668		-.227	.822		
	Work From Home	.363	.131	.431	2.769	.009	.565	1.770
	Discipline Work	.358	.162	.275	2.205	.035	.880	1.136
	Giving Incentive	.729	.300	.369	2.428	.021	.593	1.687

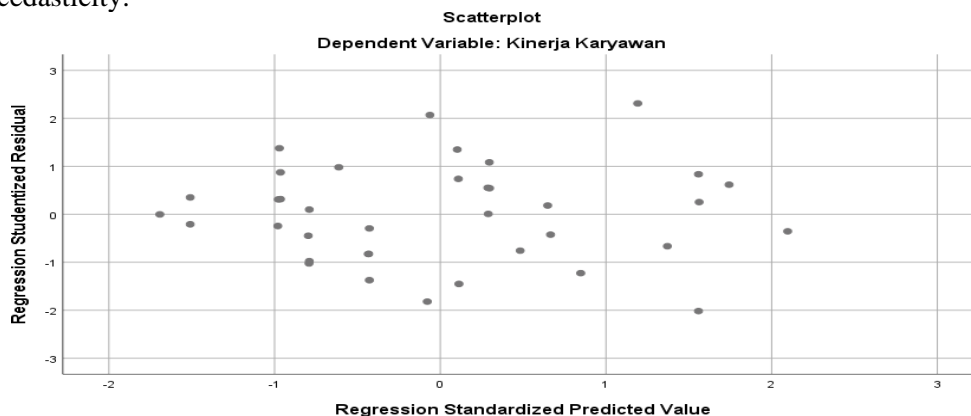
a. Dependent Variables: Performance Employee





Source : Results Processed SPSS Version 25 (2023)

Based on Table 15, the Glejser sig. value of *Work From Home is known.* is 0.054, mark sig. Glacier from Discipline Work is 0.401 and mark Sig. Glacierfrom Giving Incentive is 0.054. It is known that all the sig. Glejser values from each variable free on 0.05, so concluded No happen heteroscedasticity.



**Picture 3**  
**Results Test Heteroscedasticity with Scatterplot**

Source : Results Processed SPSS Version 25 (2023)

Figure 3 above shows that the data distribution (dots) is spread out above and below the number 0 on the Y axis and does not form any pattern. From these results it can be concluded that there is no heteroscedasticity in study this.

**Table 16. Results Regression Linear Multiple Coefficients <sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1,970	8,668		-.227	.822
	Work From Home	.363	.131	.431	2,769	.009
	Discipline Work	.358	.162	.275	2.205	.035
	Giving Incentive	.729	.300	.369	2.428	.021

a. Dependent Variables: Performance Employee

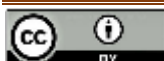
Source: Results Processed SPSS Version 25 (2023)

Based on results test Regression Linear Multiple on table 16 canoutlined as follows:

$$Y = 1,970 + 0.363 X_1 + 0.358X_2 + 0.729X_3$$

As for interpretation from the equation on is :

1. Constants (a) as big as 1970 show that if variable Work From Home ( $X_1$ ), Work Discipline ( $X_2$ ), and Incentives ( $X_3$ ) have a value of 0, so Performance Employee (Yes, right mark other variables as big as 1,970)
2. Variables *work from home* ( $X_1$ ) as big as 0.363 show that work from home variable has a positive effect on employee performance at PT. Astra International, Tbk – Isuzu Medan, meaning that every time there is increasing the work from home variable will have an impact on employee performance improvement at PT. Astra Internasional, Tbk – Isuzu Medan by 36.3%.
3. The work discipline variable ( $X_2$ ) of 0.358 shows that the work discipline variable discipline Work influential positive to performance employee in PT. AstraInternational, Tbk – Isuzu Medan, meaning every happen improvementvariable discipline Work so will influential to improvement employee performance at PT. Astra International, Tbk – Isuzu Medan amounted to 35.8%.
4. Variables giving incentive ( $X_3$ ) as big as 0.729 show thatvariable giving incentive influential positive to performance employees at PT. Astra International, Tbk – Isuzu Medan, meaning that every If there is an increase in the incentive variable, it will have an impact towards improving



employee performance at PT. Astra Internasional, Tbk –Isuzu Medan is 72.9%.

**Table 17. Results Test Hypothesis Partial (Test t) Coefficients <sup>a</sup>**

Model		t	Sig.
1	(Constant)	-.227	.822
	Work From Home	2,769	.009
	Discipline Work	2.205	.035
	Giving Incentive	2.428	.021

a. Dependent Variables: Performance Employee  
 Source: Results Processed SPSS Version 25 (2023)

Based on Table 17 on can interpreted as following :

1. Mark  $t_{count}$  for *Work From Home* as big as (2,769) >  $t_{table}$  (2,036) or sig- t (0.009) < alpha (0.05). From results the so obtained the conclusion that *Work From Home* has a positive and negative impact significant to Performance Employee so hypothesis alternative accepted. Based on results analysis regression linear multiple can It is concluded that *work from home has an impact* on employee performance. as big as 0.363 or 36.3%. Mark the show mark which positive and significant, which is meant when *working from home* experience improvement so performance employee will experience improvement.
2.  $T_{value}$  for Work Discipline of (2.205) >  $t_{table}$  (2,036) or sig- t (0.035) < alpha (0.05). From results the so obtained conclusion that Discipline Work own influence positive and significant to Performance Employee, so hypothesis alternative accepted. Based on results analysis regression linear multiple can concluded influence discipline Work to performance employee as big as 0.358 or 35.8%. This value indicates a positive value and significant, which intended if discipline Work experience improvement so performance employees will increased
3.  $T_{value}$  for Incentive Provision of (2.428) >  $t_{table}$  (2,036) or sig- t (0.021) < alpha (0.05). From these results, it is obtained the conclusion that the provision of incentives has a positive influence and significant to Performance Employee so hypothesis alternative accepted.

Based on results analysis regression linear multiple can concluded the effect of providing incentives on employee performance is 0.729 or 72.9%. Mark the show mark Which positive and significant, which is meant if the provision of incentives increases so employee performance will improve.

**Table 18. Results Test Hypothesis Simultan (Test F)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regressionon	145,338	3	48,446	13,369	.000 <sup>b</sup>
	Residual	119,581	33	3.624		
	Total	264,919	36			

a. Dependent Variables: Performance Employee  
 b. Predictors: (Constant), Giving Incentive, Discipline Work, Work From Home

Source : Processed Results SPSS Version 25 (2023)

Table 18 on, show mark  $F_{count} > F_{table}$  that is 13,369 > 2.89 And mark significant F 0.000 < alpha (0.05), can concluded that *Work From Home*, Discipline Work And Giving Incentive in a way simultaneous has a positive and significant influence on employee performance, then hypothesis accepted.

**Table 19. Results Test Coefficient Determination**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741 <sup>a</sup>	.549	.508	1,904

a. Predictors: (Constant), Incentive Provision, Work Discipline, Work From Home

Source : Results Processed SPSS Version 25 (2023)

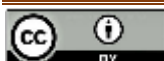


Table 19 on show mark R- Square as big as 0.549. Matter this means 54.9% variation mark Performance Employee which determined by the role of variations in Work From Home values, Work Discipline and Provision of Incentives. So it can be concluded that the contribution Work From Home, Work Discipline and Providing Incentives influence mark Performance Employee is 54.9% temporary 45.1% is contribution variable other which No investigated in study This.

## Discussion

### Work Influence From Home To Performance Employee

Based on results test partial variable *work from home* to performanceemployee obtained mark  $t_{count}$  as big as 2,769 means  $t_{count} > t_{table}$  ( $2,769 > 2.036$ ) Andsignificant as big as  $0.009 < 0.05$  It means *Work From Home* ( $X_1$ ) has an effect positive and significant to Performance employee (Y). Based on results analysis regressionlinear multiple can concluded influence *work from home* to performanceemployee as big as 0.363 or 36.3%. Mark the show mark which positive and significant, which intended if *work from home* experience improvementso performance employee will experience improvement. Results study this in line with study which done by Sulastri 2021) which explain in a way partial *work from home* own influence which significant to performance employee with mark significant  $0.000 < 0.05$ . Will but difference from study i with study previously to on coefficient determination. In my research, the  $R^2$  value was 0.549 (54.9%) for the effect of *work from home*, work discipline and providing incentives for employee performance, while 45.1% is contribution variable other. Whereas on study previously mark  $R^2$  as big as 0.41 (41.2%) influence *work from home* to performance employee,temporary the rest 58.2% against other variables.

### Influence Discipline Work To Performance Employee

Based on results test partial variable discipline Work to performance employee obtained mark  $t_{count}$  as big as 2.205 means  $t_{count} > t_{table}$  ( $2.205 > 2.036$ ) Andsignificant at  $0.035 < 0.05$ , meaning that Work Discipline ( $X_2$ ) has a positive andsignificant on Employee Performance (Y) Determination Coefficient  $R^2$  value of. Based on results analysis regression linear multiple can concluded influence work discipline on employee performance is 0.358 or 35.8%. This value shows a positive and significant value, which is meant by discipline Work experience improvement so performance employee will experience improvement.The results of this study are in line with research conducted by Febri Amalia Zen (2020) Which explain giving incentive in a way partial own influencesignificant on employee performance with a significant value of  $0.130 > 0.05$ . Will but the difference between my research and previous research is on coefficient determination. On study I mark  $R^2$  as big as 0.549 (54.9%) influence work from home, work discipline and providing incentives for employee performance, temporary 45.1% is contribution variable other. Whereas on study Previously the  $R^2$  value was 0.681 (68.1%) the influence of job training, incentives and discipline Work to performance employee, temporary the rest 31.9% to variableother.

### Influence Giving Incentive To Performance Employee

Based on the results of partial testing of the incentive provision variable on performance employee obtained mark  $t_{count}$  as big as 2.428 means  $t_{count} > t_{table}$  ( $2,428 > 2.036$ ) and significant at  $0.021 < 0.05$ , meaning that the provision of incentives ( $X_3$ ) has a positive effectand significant on Employee Performance (Y). Based on the results of the regression analysis multiple linear regression can conclude the effect of providing incentives on performance employee of 0.729 or 72.9%.

Mark the show mark hich positive and significant, which intended if giving incentive experience improvement so performanceemployee will experience improvement. Results study This in line with research conducted by Piko Dharma Putra and Febsri Susanti (2019) which partially explaining that incentives do not have a significant effect on performance employee with significant value  $0.080 > 0.05$ .

### The Impact of Work From Home, Work Discipline and Incentive Provision To Employee performance

Calculated F value was 13,369, meaning  $t_{count} > t_{table}$  ( $13.369 > 2.89$ ) and significant at  $0.000 < 0.05$ , meaning that together with *Work From Home* ( $X_1$ ), Work Discipline ( $X_2$ ) and Provision of Incentives ( $X_3$ ) has a positive and significant impact to Performance Employee (Y).

### Conclusion And Suggestion

As for conclusion Which obtained from results study This is asfollowing:



1. Based on results test in a way partial (test t), variable Work From Home can seen with mark  $t_{count}$  For Work From Home as big as  $(2,769) > t_{table} (2,036)$  or  $sig- t (0.009) < \alpha (0.05)$ , can concluded that Work From Home has a positive and significant impact on Employee Performance then the alternative hypothesis is accepted. Based on the results multiple linear regression analysis can conclude the influence of work from home home to performance employee as big as 0.363 or 36.3%. Mark the show mark Which positive and significant, which intended if work from home has increased, so employee performance will experience improvement.
2. Based on results test in a way partial (test t), variable mark  $t_{count}$  For Discipline Work as big as  $(2.205) > t_{table} (2,036)$  or  $sig- t (0.035) < \alpha (0.05)$ ., can concluded that Discipline Work own influence positive and significant on Employee Performance, then the hypothesis alternative accepted. Based on results analysis regression linear multiple can concluded influence discipline Work to performance employee as big as 0.358 or 35.8%. Mark the show mark Which positive and significant, which is meant if work discipline is experienced improvement so performance employees will experience improvement.
3. Based on the partial test results (t-test), the calculated  $t_{value}$  variable For Provision of incentives amounting to  $(2.428) > t_{table} (2.036)$  or  $sig- t (0.021) < \alpha (0.05)$ , can concluded that Giving Incentive own influence positive and significant to Performance Employee so hypothesis alternative accepted. Based on results analysis regression linear multiple can concluded influence giving incentive to employee performance of 0.729 or 72.9%. This value shows positive and significant value, which is intended when given incentives increase, then employee performance will increase improvement.
4. Based on results test F, can known that mark  $F_{count} > F_{table}$  that is  $13,369 > 2.89$  And mark significant  $F 0.000 < \alpha (0.05)$ , can it is concluded that Work From Home, Work Discipline and Provision of Incentive in a way simultaneous influential positive And significant to Performance Employee, so hypothesis accepted. And based on Test Coefficient Determination ( $R^2$ ), can known that mark R-Square as big as 0.549 (54.9%) Which means variation mark performance employee Which determined by role from variation mark work from home, discipline Work And giving incentive.

## SUGGESTION

As for suggestion Which can delivered based on results Which researcher find is as following:

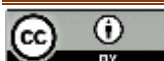
1. Employees are expected to communicate with each other to avoid any problems. miscommunication or misunderstanding between employee Which can harm employee in get information. If no accept information with clear so employee expected for ask return so that information Which given can understood and avoid miscommunication between employees doing work from home and not working from home. So activities in the company can run well.
2. For companies, employees are expected to arrive on time according to O'clock Work so that No existence delay so that work Nopile up and can be completed on time.
3. For company more give encouragement And Spirit to employee for reach target in accordance provision company so that allemployee can get incentives.
4. It is expected company can give training as well as evaluation on employee performance in order to further optimize employee performance and quality of work employees can be met.
5. For researchers who are interested in taking the same theme, it is suggested for repair the shortcomings that contained in this research and adding other variables outside of this research which influence employee performance such as motivation and cooperation so that Can achievement employee performance that even better.

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