The Influence of Incentives, Work Motivation and Work Discipline on Employee Performance at PT. Jalur Nugraha Ekakurir Jakarta

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Abstract. The purpose of this research is to determine the influence of incentives, work motivation, and work discipline partially and simultaneously on employee performance at PT. Jalur Nugraha Ekakurir Jakarta. This research is associative with a quantitative approach. The population involved were all employees of PT. Jalur Nugraha Ekakurir Jakarta, while the sample used was 115 respondents chosen using saturated sampling. The data were collected using questionnaires and analyzed using test instruments, classical assumption tests, regression analysis, determination coefficients, t-test, and F-test. The results showed that incentives had a positive and significant influence on employee performance, proven by the simple linear regression values obtained, where Y = 30.357 + 0.317X1, coefficient of determination = 27%, and t-observe = 6.471> t table (1.9811) with a significance of 0.000 <0.05. Work motivation had a positive and significant influence on employee performance. It was proven by the simple linear regression values obtained, where Y = 20.053 + 0.592X2, coefficient of determination = 25.2%, t observe = 6.167> t table (1.9811) with a significance of 0.000 <0.05. Work discipline had a positive and significant influence on employee performance, proven by the simple linear regression values obtained, where Y = 25.201 + 0.470X3, coefficient of determination = 27.2%, and t observe = 6.498> t table (1.9811) with a significance of 0.000 <0.05. Incentives, work motivation, and work discipline simultaneously had a positive and significant impact on employee performance, proven by the multiple linear regression equation, where Y = 13,090 + 0,222X1 + 0,366X2 + 0,253X3, coefficient of determination = 49,1%, and F observe = 35.723> F table (3.08) with significance of 0.000 <0.05.