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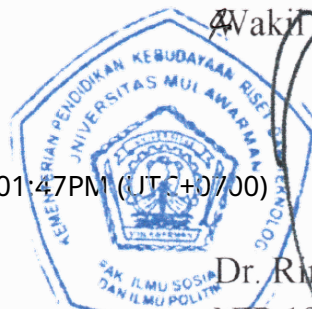
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#### Hubungan Pemberian Insentif Dengan Kinerja Pegawai di PERUMDA *The Correlation Between Incentive and Employee Performance at Regional Company*

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#### ABSTRACT

Employees who have good performance will make it easier for PERUMDA to achieve its goals. The purpose of this study is to determine the relationship between PERUMDA employee performance and incentives. The research methodology in this study is a quantitative approach. A total of one hundred and forty PERUMDA employees became the subjects of the study, randomly selected from the list of prospective employees. The data analysis method used was the Pearson Product Moment correlation. The results of the study showed a low category relationship with a calculated  $r$  value of 0.339 >  $r$  table 0.140 and 0.000 ( $p < 0.05$ ) between incentives and employee performance. This relationship is positive, meaning that PERUMDA employees will perform better if they receive more incentives. Conversely, PERUMDA employee performance will decrease in proportion to the increasing number of incentives given.

**Keywords:** employees, performance, incentives

#### ABSTRAK

Pegawai yang memiliki kinerja yang baik akan mempermudah PERUMDA dalam mencapai tujuannya. Tujuan penelitian ini adalah mengetahui hubungan antara kinerja pegawai PERUMDA dengan insentif. Metodologi penelitian dalam penelitian ini adalah pendekatan kuantitatif. Sebanyak seratus empat puluh orang pegawai PERUMDA menjadi subjek penelitian, dipilih secara acak dari daftar calon pegawai. Metode analisis data yang digunakan adalah korelasi Pearson Product Moment. Hasil penelitian menunjukkan hubungan kategori rendah dengan nilai  $r$  hitung sebesar 0,339 >  $r$  tabel 0,140 dan 0,000 ( $p < 0,05$ ) antara insentif dengan kinerja pegawai. Hubungan ini bersifat positif, artinya pegawai PERUMDA akan berkinerja lebih baik apabila semakin banyak insentif yang diterimanya. Sebaliknya, kinerja pegawai PERUMDA akan menurun sebanding dengan semakin banyaknya insentif yang diberikan.

**Kata Kunci:** pegawai, kinerja, insentif