

EMPLOYEE PERFORMANCE DETERMINANTS PT. TRIMITRA SINERGI SAKTI POST PANDEMI COVID 19

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Abstract

In facing increasingly fierce competition in the mining business, it is necessary to have proper human resource management so as not to abandon its ideal aspects, not only through the application of the concept of employee development and training, every individual in the organization must be able to see the vision and mission which are then supported by the preparation of strategic tactics. the right way so as to create a resource advantage for the company. This research focuses on the phenomenon of decreased employee performance that occurs at PT. Trimitra Sinergi Sakti. This study aims to analyze the influence of work discipline, motivation and reward systems on post-pandemic employee performance at PT. Trimitra Sinergi Sakti. The research design used was a quantitative descriptive study using a total population of 38 respondents. Data analysis uses the Smart PLS application which consists of testing the outer model and inner model. Based on the results of data processing and analysis, it was found that the work discipline variable had a positive and significant effect on employee performance, the motivation variable had a positive and significant effect on employee performance, and the reward system had a positive and significant effect on employee performance.

Keywords: work discipline, motivation, reward system, employee performance.

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Introduction

The increasingly advanced era of globalization, which is often referred to as industrial 4.0, requires each organization to maintain the ability to compete against other business competitors. Indonesia as a developing country experiences challenges that are not easy in terms of human resource management. Indonesia's ability to compete in the global world is one of them determined by its human resource management strategy. Many strategies are carried out by companies, ranging from marketing strategies, production strategies, cost strategies and so on, including human resource management strategies. It is important for organizations to retain talented employees, to maintain organizational productivity and sustainability. In a competitive business climate, employees become an important asset in the organization. Performance is a manifestation of ability in the form of real work. Performance is not an individual characteristic, such as talent or ability, but is a manifestation of the talent or ability itself. The higher the employee performance, the overall organizational productivity will increase. Wirawan further in (Mardalena et al., 2020: 771) says that performance is influenced by one of the employee's internal factors, namely discipline Work. To improve employee performance, it is necessary to have work discipline carried out by employees.

Another factor that affects employee performance is work discipline, because work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. This obedience can be manifested in the form of attitudes, behavior, and actions that are in accordance with these regulations. Work discipline is the most important operational function of human resource management because, the better the employee discipline, the higher the work performance that can be achieved. Discipline is very important for organizational growth, especially used to motivate employees to be self-disciplined in carrying out work both individually and in groups (Sinambela, 2016: 332).

Motivational factors also affect employee performance, Griffin in (Busro, 2018: 52) In order for a worker's behavior to be in accordance with organizational goals, there must be a combination of motivation for fulfilling their own needs and organizational demands. Where motivation is able to move someone to try to do something in achieving the desired goal. Every human being who does something is basically driven by a motivation that arises within him. The existence of various needs will lead to motivation for someone to try to meet these needs by working. To motivate employees to achieve high levels of performance, and to obtain and strengthen the desired behavior from employees, a reward system is needed.

(Busro, 2018: 218) Motivation can be implemented in various ways, one of which is the reward approach because basically the hope of everyone working is to get money in the form of rewards. Reward systems are often used in organizations as a key management tool that can affect company effectiveness by influencing employee behavior and motivating them at work. Reward is a tool to increase the motivation of employees, this method can also associate a person's actions and behavior with feelings of happiness, pleasure and will usually make them do something repeatedly, besides motivating rewards it also aims to make someone more active in their efforts to improve and enhance the achievements that have been achieved. However, there are problems that occur in the company, namely PT. Trimitra Sinergi Sakti is a Mining Company, General Trading and Coal Supplier With experience in coal production, PT. Trimitra Sinergi having its address at Jalan Sutera Cemara VI Number 25 Sakti, South Tangerang City is known as one of the professional coal suppliers in the South & East Kalimantan Area and continues to pay the highest attention in providing high quality products and the best prices. related to employee performance resulting in not achieving targets from the company. Performance is usually related to internal and external problems so that it can cause the employee's performance to decrease. Because employees are an important factor in the company, therefore employees must have high work discipline,

Table 1.1
Annual Performance Targets
PT. Trimitra Sinergi Sakti 2018-2020 period

No	Year	Target (units)	Realization (Units)	Percentage	Information
1	2018	9,480	8,796	92.8%	Not achieved
2	2019	10,080	9,540	94.6%	Not achieved
3	2020	10,680	9,636	90.2%	Not achieved

Source: HRD PT. Trimitra Sinergi Sakti

Judging from the employee targets for 2018-2020 as in Table 1.1 above, it shows that there has been slow growth or not a very high increase in the last 3 (three) years, affected by declining employee performance. A decrease in employee performance can occur at any time, because it is unpredictable. Problems that may occur to every employee that makes performance decrease. To support the vision and mission of PT. Trimitra Sinergi Sakti, it is necessary to increase employee performance. However, the level of employee performance at PT. Trimitra Sinergi Sakti is still not optimal. This statement is supported by a summary of employee performance data recapitulation of PT. Trimitra Sinergi Sakti. Table 1.2 Section Data at PT. Trimitra Sinergi Sakti from 2019-2022 is as follows:

Table 1.2
Summary of Performance Appraisal Data Recapitulation at PT. Trimitra Sinergi Sakti from 2020-2022

No	Performance Assessment Factors	Average Value		
		2020	2021	2022
1	K1 = Discipline	78	76	76
2	K2 = Integrity	80	78	79
3	K3 = Initiative	80	75	79
4	K4 = Skills	79	78	80
5	K5 = Team Work	75	80	80
6	K6 = Loyalty	65	76	79
7	K7 = Work safety	78	73	72
8	K8 = Leadership	77	78	79

Source: HRD PT. Trimitra Sinergi Sakti

Leaders in carrying out the management of the company have not optimally carried out performance management as they should. This can be seen from the lack of planning in employee recruitment. Acceptance of employees is still based on multiple interests. After hiring employees, there is no clarity about the tasks and functions that must be carried out. Employees work on a routine basis. Employees work without a clear orientation. There is no planning from the agency. Likewise with employees there is no clear career plan.

In table 1.2. above it can be seen that the employee performance appraisal in 2021 has decreased, namely below average so that it affects the target of achieving employee performance at PT. Trimitra Sinergi Sakti. The data presented in Table 1.2. above it can be seen that there has been a decrease in employee performance on indicators K1, K2, K3, K4, and K7. In 2018 the K5 and K8 indicators where the maximum average value of each performance value set by the company is at 80-100, it can only be said that the performance appraisal is considered good. Another phenomenon is their decreased pride in the organization, decreased work motivation, decreased work discipline, lack of initiative, reluctance to work hard, procrastinate given work and unwillingness to cooperate with other colleagues. From observations made, many of these employees fill their working time by sitting around chatting, or leaving the office for matters not related to their job duties. Employees also have low persistence. Judging from the work that is not completed because it is influenced by low discipline at work, low compliance, low sense of responsibility, and does not show professional skills at work. Seeing these problems, researchers conducted a pre-survey to examine the phenomenon in depth. To find out what problems are causing the decline in employee performance at PT. Trimitra Sinergi Sakti, researchers conducted a pre-survey by distributing questionnaires in the form of the question "What factors cause performance in the company to decline?" Against 30 employees as respondents. The following are several factors that are thought to influence the performance of employees of PT. Trimitra Sinergi Sakti based on pre-survey results:

Table 1.3
Factors Affecting Employee Performance at PT. Trimitra Sinergi Sakti

No	Factors affecting employee performance	Number of people		Percentage (%)
		Yes	No	
1	Workload I can complete the work given.	13	17	43%
2	Motivation I am always motivated to participate in activities organized by the office.	18	12	60%
3	Training I get the training needed.	15	15	50%
4	Work Discipline I always come on time.	21	9	70%
5	Reward System I always get gifts.	16	14	53%
6	Evaluation I've always been rated well.	10	20	33%

From table 1.3 it is known that the factors that dominantly influence employee performance are: 1) Work Discipline, 2) Motivation, and 3) Reward System. On the basis of the initial pre-survey results, it becomes a reference for researchers to focus on examining the factors that are thought to influence the performance of employees of PT. Trimitra Sinergi Sakti. The results of the pre-survey were also supported by previous research which was stated by (Mardalena et al., 2020) that the results of research on work discipline and work motivation had a significant positive effect on employee performance in residential area offices in Maringin district. This research is supported by research put forward by (Rosmanidar et al.).

In the results of another study conducted by (Lavena & Lo, 2020) revealed leadership behavior and a reward system mediated by organizational citizenship behavior had a positive and significant effect on employee performance at PT Danpac Pharmasi Indonesia. This research is also supported by research conducted by (Abebe & Haile, 2020) which reveals that the reward system and knowledge sharing have a positive and significant impact on employee performance at Awash and Dashen Adama, Ethiopia.

Theoretical Foundation and Hypothesis Development

This literature review sub-chapter will describe the theoretical basis of the research, which is useful as a rationale when discussing the problems studied and to underlie the analysis that will be used in the next chapter regarding the role of determinants of work discipline, motivation, and systems.

Appreciation for Post-Pandemic Employee Performance (Study on employees of PT. Trimitra Sinergi Sakti). Management is the process of utilizing all the resources owned by the organization to achieve the goals that have been set. The intended process involves organization, direction, coordination, and evaluation of people in order to

achieve the stated goals Simamora in (Sinambela, 2016: 7). Meanwhile, according to Mangkunegara in (Sinambela, 2016: 7) HR Management can be defined as a management and utilization of existing resources in individuals. HRM is the entire process of planning, organizing, directing and supervising the procurement of selection, training, placement, compensation, development, integration, maintenance and release of human resources to achieve various individual, societal,

2.1 Variable dimensions

1. Employee performance

In examining the constructs of organizational performance, we begin by defining organizational performance by requiring examination of the closely related constructs of organizational effectiveness. Then examine the dimensions of organizational performance construction in detail. This dimension arises from the stakeholders who interact with and within an organization, the heterogeneity of organizational resources, the environment and strategic choices, and the variation in performance over time (Richard, 2009).

2. Work Discipline

According to Sutrisno (2016) discipline is an attitude of willingness and willingness of a person to obey and obey the norms of regulations that apply around him. Meanwhile, according to Kasmir (2010) defines discipline as a person's awareness and willingness to obey all company regulations and applicable social norms.

3. Motivation

According to Stanford in (Huda, 2020: 61) Motivation is a condition that moves humans towards a certain goal. Meanwhile, according to Worth in (Huda, 2020: 61), states that motivation is a psychological condition that is within a person who encourages him to do an activity well, so as to achieve the expected goals. Suprihanto et al in (Huda, 2020: 62) argue that motivation is a conscious effort to know one's behavior so that it leads to the achievement of organizational goals. Meanwhile, Kartono in (Huda, 2020: 62) argues that motivation is the reason for someone's encouragement to create basic ideas that always have a big influence on human behavior, so motivation is not only in the form of economic needs (in the form of money).

2.2. Developmental Hypothesis

2.2.1 Relationship Effect of Work Discipline on Employee Performance

H1 : Positive and Significant Work Discipline on Employee Performance.

2.2.2 Relationship Influence of Motivation on Employee Performance

H2 : Motivation has a positive and significant impact on employee performance

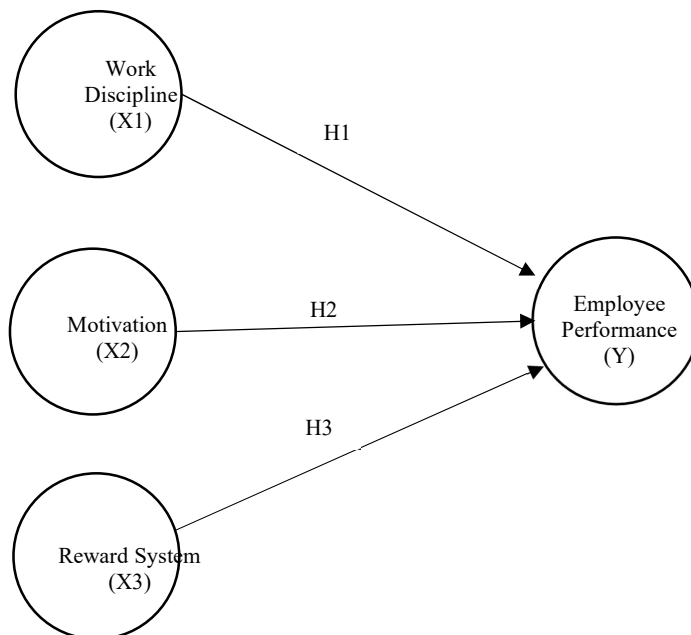
2.2.3 Relationship Influence of Reward Systems on Employee Performance

H3 : Reward System Has a Positive and Significant Influence on Employee Performance.

2.3. Conceptual Framework

Based on the literature study and the development of hypotheses, it states: previously, the conceptual framework of the research that can be conveyed is as follows:

Figure 1.1 Conceptual Framework



Research methods

The research design that the authors use is a causal research method. According to (Sugiyono, 2013:37) causal research is a causal relationship. So here there are independent variables (variables that influence) and dependent (influenced). Causal research design is useful for analyzing the relationships between one variable and another or how a variable affects other variables. The design of this study is intended to determine the effect of the independent variables (work discipline, motivation, and reward systems) on the dependent variable (employee performance) at PT. Trimitra Sinergi Sakti. The data analysis method in this study uses Component or Variance Based Structural Equation Modeling where the data processing uses the Partial Least Square (Smart-PLS) version 3 program. PLS (Partial Least Square) is a method of Variance Based SEM. PLS is intended for causal-predictive analysis in situations of high complexity and low theoretical support (Ghozali, 2014).

Discussion

3.1 Results of Evaluation of the Measurement Model (Outer Model)

A design of the research model cannot be tested in relation to the relational and causal predictive model if it has not passed the purification stage in the measurement model. The measurement model itself is used to test the validity and reliability of the construct.

Convergent Validity Test Results

Convergence of validity is related to the principle that the measure (real variable) of a construct must be highly correlated. The indicator of the reflexive convergence validity test with the SmartPLS 3.0 program shows that the average variance extract (AVE) score must be greater than 0.5.

Table 1.4

Average Variance Extracted(AVE) Results

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Work Discipline	0.961	0.965	0.967	0.788
Employee performance	0.953	0.961	0.961	0.779
Motivation	0.886	0.899	0.917	0.691
Reward System	0.921	0.924	0.935	0.643

Source: Results of Data Processing with the SmartPLS 3.0 Program

Convergent validity tests can be seen from the results of the average variance extract (AVE). Based on Table 1.4, it can be seen that the construct scores for all variables have a score of more than 0.5. So, there is no convergent validity problem in the tested model.

Discriminant Validity Test Results

(Hamid & Anwar, 2019:19) Explaining discriminant validity relates to the principle that different constructs (manifest variables) should not be correlated. The way to test discriminant validity with reflexive indicators is by looking at:

1. Cross Loading Value

Table 1.5
Cross Loading Value

	Work Discipline	Employee performance	Motivation	Reward System
DK1	0.920	0.781	0.684	0.541
DK2	0.917	0.791	0.757	0.599
DK3	0.930	0.769	0.679	0.551
DK4	0.933	0.683	0.604	0.492
DK5	0.908	0.669	0.584	0.565
DK6	0.902	0.700	0.687	0.645
DK7	0.809	0.617	0.582	0.434
DK8	0.765	0.629	0.621	0.420
KK1	0.695	0.882	0.801	0.685
KK2	0.746	0.926	0.739	0.670
KK3	0.773	0.924	0.693	0.715
KK4	0.745	0.911	0.738	0.607
KK5	0.801	0.917	0.675	0.692
KK6	0.595	0.816	0.578	0.491
KK7	0.528	0.794	0.555	0.423
M1	0.510	0.600	0.842	0.499
M2	0.591	0.611	0.860	0.562
M3	0.707	0.778	0.930	0.617
M4	0.659	0.650	0.760	0.559
M5	0.565	0.568	0.751	0.606
SP1	0.525	0.685	0.586	0.791
SP2	0.716	0.596	0.667	0.814
SP3	0.522	0.505	0.596	0.776

SP4	0.471	0.520	0.429	0.785
SP5	0.440	0.559	0.493	0.757
SP6	0.337	0.507	0.474	0.855
SP7	0.442	0.489	0.610	0.819
	Work Discipline	Employee performance	Motivation	Reward System
SP8	0.368	0.596	0.512	0.815

Source : Results of Data Processing with SmartPLS 3 Program .

Based on table 1.5, all indicators for the variables of work discipline, motivation, reward system and employee performance already have a cross loading value above 0.70. The next step is to test the discriminant validity by comparing the square root value of AVE with the correlation between latent constructs.

2. Correlation Between Latent Constructs

Table 1.6
Latent Interconstruct Value, AVE and Square Root AVE

	DisciplineWork	Employee performance	Motivation	Reward System	AVE	Square Root (AVE)
Work Discipline	1,000	0.799	0.735	0.602	0.788	0.887
Employee performance	0.799	1,000	0.779	0.704	0.779	0.882
Motivation	0.735	0.779	1,000	0.684	0.691	0.831
System Award	0.602	0.704	0.684	1,000	0.643	0.801

Source : Results of Data Processing with SmartPLS 3 Program .

Based on table 1.6, it can be seen that the correlation value of work discipline on employee performance is 0.799, the correlation between motivation and employee performance is 0.779, and the correlation between the reward system on employee performance is 0.704 which is less than the AVE Square Root value of the employee performance variable of 0.882. That is, the four constructs are categorized as valid.

b) TestReliability (Composite Reliability)

Table 1.7
Reliability Test Results Based on Composite Reliability & Cronbach's Alpha Values

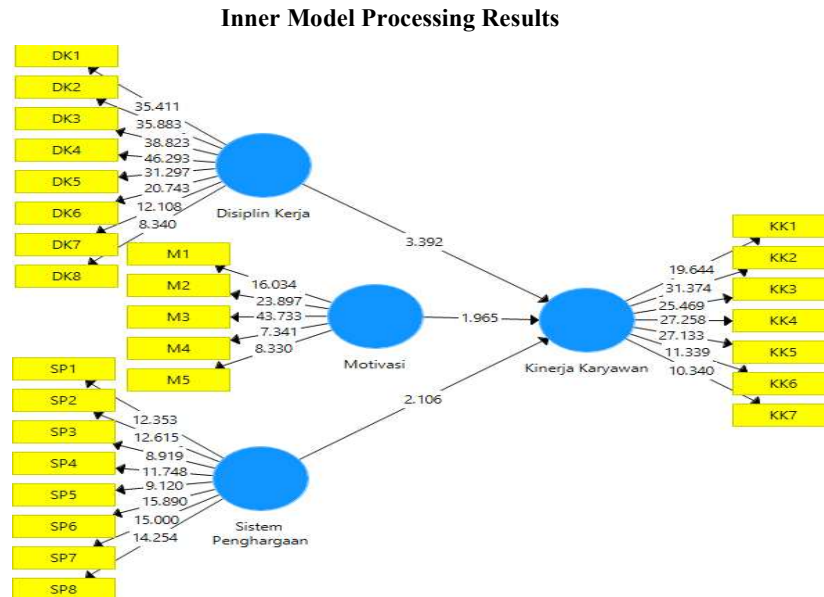
	Cronbach's Alpha	Composite Reliability
Work Discipline	0.961	0.967
Employee performance	0.953	0.961
Motivation	0.886	0.917
Reward System	0.921	0.935

Source: Results of Smart PLS 3.0 data processing (March, 2023)

Based on the data presented in table 1.7 above, it can be seen that the composite reliability value of all research variables is > 0.7. So, the constructs of work discipline, motivation, reward systems, and employee performance already have good reliability or are categorized as reliable. Based on the data presented in table 1.7 above, it can be seen that the Cronbach's alpha value of each research variable is > 0.7. Thus these results can indicate that each research variable has met the requirements for Cronbach's alpha value, so it can be concluded that all variables have a high level of reliability.

3.2 Structural Model Evaluation Results (Inner Model)

After testing or evaluating the measurement model (measurement) is fulfilled which is shown in the results of the evaluation of the outer model, then the next test is carried out on the structural model. Structural model testing includes goodness-of-fit tests, multicollinearity tests, and hypothesis testing (t-test). The PLS scheme designed at the beginning of the study is shown in Figure 4.3 and in Figure 4.3 it can be seen that there is an R-square value and the path coefficient of each variable Figure 1.2



Source: Results of Smart PLS 3.0 data processing (March, 2023)

a) R-Square value

The goodness of a research model can be shown from the magnitude of the coefficient of determination (R Square and Q Square), namely numbers that indicate the magnitude of the variation of the independent (exogenous) variable in influencing the dependent (endogenous) variable. The closer to number one, the better the model is considered. This study has one structural equation, namely 1) the influence of work discipline, motivation, and reward systems. on employee performance is shown in Table 1.8 below:

Table 1.8
R Square Test Results

	R Square	Adjusted R Square
Employee performance	0.748	0.725

Source: Results of Smart PLS 3.0 data processing (March, 2023)

Based on the data presented in Figure 1.8 above, it can be seen that the R-Square value for the employee performance variable is 0.748. The acquisition of this value explains that the percentage of employee performance can be explained by work discipline, motivation and a reward system of 74.8%. From these results, the model in this study can be stated to have a good good of fit.

b) Goodness of Fit Test

The equation model analyzed with PLS must fulfill one of the classic assumption requirements, namely being free from multicollinearity or correlation between variables. Whether or not multicollinearity exists can be identified from the VIF value where a variable with other variables does not occur multicollinearity if the VIF value < 5.

Table 1.9
Multicollinearity Test Results Based on VIF Values

	Discipline Work	Employee performance	Motivation	Reward System
Work Discipline		2,268		
Employee performance				
Motivation		2,720		
Reward System		1958		

Source: Results of Smart PLS 3.0 data processing (March, 2023)

Table 1.9 shows that all VIF values are <5 so it can be concluded that there is no multicollinearity in the research model.

c) Hypothesis Testing Results (Estimated Path Coefficient)

The estimated values for the path relationships in the structural model and the significance values can be obtained by the bootstrapping procedure. Looking at the significance of the hypothesis by looking at the parameter coefficient values and the significance value of the T-statistic in the algorithm bootstrapping report, the significance value of the T-statistic must be more than 1.96.

Based on the data processing that has been done, the results can be used to answer the hypothesis in this study. Hypothesis testing in this study was carried out by looking at the T-Statistics values and P-Values. The research hypothesis can be declared accepted if the P-Values <0.05. The following are the results of hypothesis testing obtained in this study

Table 1.10
Hypothesis Testing Results

	Original Sample (O)	T Statistics (O/STDEV)	P Values
Work Discipline -> Employee Performance	0.440	3,340	0.001
Motivation -> Employee Performance	0.292	1,993	0.047
Reward P System -> Employee Performance	0.240	2,091	0.037

Source: Results of Smart PLS 3.0 data processing (March, 2023)

Based on the data presented in table 1.10 above, it can be seen that of the three hypotheses proposed in this study all were accepted because each of the influences shown had P values <0.05 and T-Statistics values above 1.96. Work discipline (X1) has a P value of 0.001 <alpha (0.05), the original sample is 0.440 and T-Statistics is 3.340 which means work discipline (X1) has a positive and significant effect on employee performance (Y). Thus:

H1: work discipline has a positive and significant effect on the performance of employees of PT. Trimitra Sinergi Sakti was accepted

For the variable motivation (X2), it has a P value of 0.047 <alpha (0.05), the original sample is 0.292 and T-Statistics 1,993 which means that motivation (X2) has a positive and significant effect on employee performance (Y). Thus:

H2: motivation has a positive and significant influence on the performance of employees of PT. Trimitra Sinergi Sakti was accepted

For the reward system variable (X3), it has a P value of 0.037 <alpha (0.05), the original sample is 0.240 and the T-Statistics is 2.091 which means the system reward (X3) has a positive and significant effect on employee performance (Y). Thus:

H3: the reward system has a positive and significant effect on the performance of employees of PT. Trimitra Sinergi Sakti was accepted

C. Discussion of Research Results

1. Effect of Work Discipline on Employee Performance

The results of the path coefficient (Table 4.14) show that work discipline has a positive effect on employee performance, and the hypothesis test shows that the effect is significant (p value <0.05). And tend to influence the positive direction and its significance is in accordance with the theory of experts. The results of the study (Rosmanidar et al., 2020) This study proves that there is a positive and significant effect of work discipline mediated by organizational commitment on employee performance. So with disciplined work, employee performance can be improved. In connection with the results of the study (Ardianto, 2020), this study proves that there is a positive and significant effect of work experience and work discipline on employee performance. It was explained that higher work discipline also improves employee performance. Meanwhile, research (Mardalena et al., 2020) concludes that work discipline has a positive and significant effect on employee performance. This shows that the higher the Work Discipline received by employees will have a positive influence on improving employee performance at PT. Trimitra Sinergi Sakti.

2. The Effect of Motivation on Employee Performance

The results of the path coefficient (Table 1.10) show that motivation has a positive effect on employee performance, and the hypothesis test shows that the effect is significant (p value <0.05). And tend to influence the positive direction and its significance is in accordance with the theory of experts. According to (Mohamud et al., 2017) found that work motivation positively affects employee performance. Where motivation is able to move someone to try to do something in achieving the desired goal. Individuals who are disciplined at work will try to improve their performance in order to achieve organizational goals. (Olusadum & Anulika, 2018) This study proves that there is a positive and significant effect of work motivation on employee performance. This shows that the higher the motivation received by employees will have a positive influence on improving employee performance at PT. Trimitra Sinergi Sakti

3. Effect of Reward System on Employee Performance

The results of the path coefficient (Table 1.10) show that the reward system has a positive effect on employee performance, and the hypothesis test shows that the effect is significant (p value <0.05). And tend to influence the positive direction and its significance is in accordance with the theory of experts. These results are in accordance with the findings (Lavena & Lo, 2020) stated that rewards have a positive and significant effect on employee performance. Therefore, it is very important in the reward system to motivate employee performance. The results of similar research were also carried out by (Ahmad et al., 2019) showing that rewards have a positive effect on employee performance. Because through rewards employees will be more qualified and responsible for the tasks assigned. This shows that the higher the award received by employees will have a positive influence on improving employee performance at PT. Trimitra Sinergi Sakti

Conclusion

Conclusion Referring to the formulation of the research problem and the results of the analysis, then can be concluded that:

1. Work Discipline has a positive and significant effect on Employee Performance at PT. Trimitra Sinergi Sakti. If Work Discipline is getting better then Employee Performance will increase.
2. Motivation positive and significant effect on employee performance at PT. Trimitra Sinergi Sakti. If motivation is getting better then employee performance will increase.
3. The reward system has a positive and significant effect on employee performance at PT. Trimitra Sinergi Sakti. If the Reward System is getting better then Employee Performance will increase.

Suggestion

Based on the results of the research, several suggestions can be put forward that are expected to be useful for PT. Trimitra Sinergi Sakti

1. Based on the results of the analysis of the description of the work discipline variable on employee performance, it has the highest path coefficient value, so it has the strongest influence on employee performance. From the results of the questionnaire, employees need the same treatment as other employees and get salary, welfare, and their primary needs that are commensurate. PT management Trimitra Sinergi Sakti can treat employees equally and fairly and employees get salary, welfare, and their primary needs that are commensurate. So that employee discipline can grow, companies can also monitor employees with the aim of maintaining and increasing employee discipline.
2. Because motivation has a positive and significant effect on employee performance, companies can make improvements to the implementation of motivation, especially for personnel whose performance is declining. From the results of the employee questionnaire, the social needs of employees (friendship and interaction with

others) are met and protection from threats and conflict is obtained. Thus employees will feel motivated to improve their performance.

3. The results of the analysis of the description of the positive and significant reward system variable description on employee performance, the company can make improvements to pension insurance, health insurance, and benefits as well as life satisfaction in old age and employees can express personal feelings about work. Because employees feel when they get a guarantee in old age, and employees get the opportunity to express personal feelings about their work, employees will feel valued by the company. With two points that are factors that cause employee performance at PT. Trimitra Sinergi Sakti is declining, it is better if the company's management provides full support or full attention to employees.

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