INCENTIVES AND MOTIVATION EFFECT ON THE PERFORMANCE OF EMPLOYEES IN PART STEVEDORE PT. RMK ENERGY PALEMBANG

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ABSTRACT
This research is used to determine how much influence the variable incentive and motivation of the employees working at the unloading PT.RMK-E Palembang. The population in this study were all employees of unloading PT. RMK-E Palembang, amounting to 68 people. Sources of data in this study using primary data obtained through questionnaires closed while the technique of data analysis using multiple linear regression analysis. These results indicate that incentives have a positive and significant impact on the performance of employees in the unloading PT.RMK- E Palembang, motivation positive and significant effect on the performance of employees in the unloading PT. RMK-E Palembang, insnetif and with the same motivation berpangruh positive and significant impact on the performance of employees in the unloading PT.RMK-E Palembang and motivation become the most dominant variable affecting the performance of employees in the unloading PT.RMK-E Palembang. It is expected that through this research can be a matter of evaluation for the company and employees unloading PT.RMK-E Palembang to achieve effective motivation and good incentives so that the achievement of stability and harmony of the company.

Keyword: Incentives, Motivation, Employee Performance.

INTRODUCTION
Rivai (2015) incentives are payments relating to the performance and *gainsharing*, Namely the employee profit sharing due to the increase in labor productivity or cost savings. In addition to incentives, a company in the following all developments require a motivation so that employees are able to work well. According to Robbins (2014) motivation is a process which contributes to the intensity, direction, and duration of the ongoing efforts towards the achievement of individual targets. The results are intended to be productivity, presence or perialu other creative work. According Mangkunagara (2015) is the result of performance seen by the quality and quantity of an employee in performing their duties and responsibilities in accordance with the existing workload.

One company that is currently developing in Palembang engaged in mining, especially coal, PT. Mulia Kencana Energy chain (PT. RMK-E) is one of the RMK group. In 2010, realizing that the South Sumatra has the largest coal reserves in Indonesia. The company has focused its operations in Palembang, South Sumatra. With abundant reserves, the development of

infrastructure is the final step necessary to ensure a constant delivery. Therefore, the logistics opportunities are very large and there is confidence in this region as developed transportation.

Currently, PT. RMK-E already has two compayer and building the new one compayer used to move coal from the stockpile at the port to barge through the loading and unloading of ships. The ship unloading cargo handling all compayer of line 1, line 2 and line 3 in which each line has employees with their respective duties. Number of employees unloading at. RMK-E Palembang in 2018 of 68 people consisting of operational staff of 30 people, master of loading as many as 8 people, and porters, as many as 30 people. In practice stevedoring company PT RMK-E apply incentive policies to all employees. It is hoped that the provision of incentives to improve the performance of employees in order to support efforts to achieve the goal.

In this study, workers unloading PT.RMK-E Palembang motivation is influenced by the type of material incentives that pushed semngat work with incentives in the form of the number of values. The data in the employee incentive PT.RMK-E Palembang at the unloading as follows.

Table 1 Data Incentives PT. RMK-E Palembang In 2018

categories	Total Value	Frequency	Percentage (%)
High	> Rp. 1,000,000	0	0
moderate	Rp 500,000 - Rp 1,000,000	13	19.1
Low	<Rp 250,000	55	80.9
	total	68	100

source: stevedoring company PT. RMK- E Palembang, 2018.

Based on Table 1, no employees unloading PT.RMK-E were included in the high category. Incentives received by employees in a category is as many as 13 people or 19.1%, while 55 employees or 80.9% were in the low category is <IDR. 250,000. Number of employees received incentive bonuses are included with each month as measured by the achievement of the targets every month. Increasingly achievement exceeds the target then the incentive is also higher, with yields of> Rp.1000.000. Based on table 1.2, as many as 55 people who earn lower incentive not achieve employment targets allegedly due to poor employee performance. Setting the amount of incentives for employees are fully determined by the unloading PT.RMK-E Palembang.

One role of human resources in a company so that employees want to work and use skills or his ability to the fullest. When the employee's performance is low, will affect the timing of completion of loading and unloading ships. Based on data obtained from PT. RMK-E Palembang, unloading REMEDY results in 2018 are as follows.

Table 1.2 Data Loading and Unloading Ships PT. RMK-E Palembang Last 6 Months

NO	Month	Target Ship Unloading	Ship Unloading Achievement	Number of Employees Unloading ship
1	July	60	50	68
2	August	60	51	68

3	September	60	42	68
4	October	60	63	68
5	November	60	65	68
6	December	60	54	68

*source:*Stevedoring company PT. RMK- E Palembang, 2018.

Based on Table 1.2 it can be seen the number of completion of unloading ships per month for six months. Based on these data are still many activities that do not meet the targets included the months of July, August, September, and December of below 60 ships. The lack of achievement is probably because of working hours when the ship entered the harbor erratic so employees per shift must guard by the number of excessive working hours and occupational safety level is still low.Based on the above presentation, the researchers are interested to analyze the relationships these three variables with title **"INFLUENCE OF INCENTIVES AND MOTIVATION TO PERFORMANCE OF EMPLOYEES IN PART STEVEDORE PT. RMK ENERGY Palembang. "**

FORMULATION OF THE PROBLEM
    a. How does the influence of motivation on employee performance stevedoring company PT. RMK-E Palembang ?.
    b. How the incentive effect on employee performance stevedoring company PT. RMK-E?.
    c. How to influence the motivation and incentive to employees performance stevedoring company PT. RMK-E?.

THEORITICAL REVIEW
Incentive
According Hasibuan (2013) suggested that additional remuneration incentives are granted to employees of the achievements of more than standard. This incentive is a tool that is in use supporting the principle of a fair in granting compensation or in other words encouragement to someone so willing to work with through the willingness and motivation of employees to the creation of quality performance and achievement of company objectives.

Siagian (2010), the type - the type of incentives are: a. Piece work b.Bonus c. Commission d. Incentives for eksekutife. Maturity curve

While the type - the type of Incentives According Sarwoto in Suwatno and Priansa (2011: 235-236), there are two kinds of incentives can be given to employees, namely:
- Material incentives: bonus, commission, profit sharing, deferred compensation.
- Non-material incentives

Motivation
Samsudin (2006) describes a condition or energy motivation that drives self-directed or directed employees to achieve organizational goals of the company. So, motivation is a condition that causes a boost or to evoke the spirit of an employee to achieve its goals.

Abraham Maslow's Motivation Theory quoted in Hasibuan (2013) argued that the hierarchy of human needs are as follows:
- Physical needs
- Need for security
- social needs
- The need for self-esteem or appreciation

Performance

Sianipar (2004) that the performance of the work ability of some person or group of people to a particular job at a time. The final results obtained on the performance of employees may be goods and services, actions or behaviors, compensation skills, and increase specific skills relevant to the objectives of the company.

According to Gomes (2005), there are several criteria that can be used to assess and measure the performance of each employee based on the description each employee, namely: 1. The quantity of work, 2. Quality of work 3. Job knowledge (knowledge work), 4. creativeness (creativity) 5. cooperation (cooperation), 6. Dependability (consciousness), 7. initiative (initiative), 8. personal qualities (personal qualities).

Framework

Figure 1 Framework Research

Source: Adapted for research

Hypotheses

Based on the conceptual framework and the elaboration of formulation of the problem, it can be made assumptions or alleged to be verifiable, which is as follows:

a. Motivation positive and significant effect on employee performance stevedoring company PT. RMK-E Palembang
b. Incentives positive and significant effect on employee performance stevedoring company PT. RMK-E.
c. Motivation and incentive positive and significant impact on employee performance stevedoring company PT. RMK-E.

METHOD

The scope of research

The object of research is limited only to the company and its employees unloading PT RMK-E Headquarters Palembang. PT RMK-E Palembang is located at Sungai Triple Tpa 2 Palembang 30 259.

Population and Sample

This study used a sample of saturated where according Sugiyono (2017) This technique uses the entirety of the number of members of the population were used as samples for the study. Total population in this study were 68 employees, which means the sample used are all employees of unloading PT RMK-E Palembang, amounting to 68 (operational staff of 30 people, master loading 8 people, and porters 30).

Data and Method of Use
Data types

This study uses qualitative data which in the opinion of Sukmadinata (2013) qualitative research or qualitative research is a study used to describe a variety of phenomena, events, social activities, actions / attitudes, beliefs, perceptions, thoughts of someone either individually or in groups. In this study of qualitative data analysis that will be used is qualitative data that will be in the form of results quantified respondents made in the form of Likert scale.

Data source

Sources of data in this study are primary data. Primary data is data collected directly from the author by obtaining a subject population that is 68 respondents were collected by distributing questionnaires in the form of a statement that has been distributed to every employee writer. In the opinion of Hasan (2002) Primary data is data collected directly in the field by people doing research or concerned with statements-statements, either in the form of interviews or questionnaires.

Data collection technique

This study will use a questionnaire technique are closed, which is composed of the above statement with some answers as an option, and the respondents choose the most appropriate answer from a private individual measurement scale independent variables and the dependent variable in this study was measured by Likert scale.

Data analysis technique

Test Research Instruments
Validity test

Ghozali (2016) states an instrument said to be true if the test equipment used in obtaining research data was valid. Instrument test equipment used in this research is the validity of the construction*(Construct validity)*. The criteria in determining the validity of an instrument is as follows:

If the value of r count> r table then the question is valid.
If the count r <r table then the question is not valid.
The data obtained from the test results generated instrument validity memului management using the program Statistical Package for Social Science (SPSS).

The reliability test

Sugiyono (2017) which is a measure of reliability test of the level of trust in which the

instruments were tested in the study can be used as a data collector so that it can be used repeatedly in research on the same object. This test utilizes Cronbach's Alpha method by SPSS. The same is expressed by Ghozali (2016) that while the test criteria is, if the value is greater than 0.60 Alpha (Cronbach's Alpha> 0.60), then the otherwise reliable research instruments.

Classic assumption test

Normality test

This test is done by looking at the results of the processing of the Test of normality Kolmogorov-Smirnov test through SPSS. Data is said to be normally distributed if the probability value is greater than 0.05, but if the value of the probability otherwise then the data collected are not normally distributed or taken from a population that is not normal. (Ghozali, 2016).

Test Multicollinearity

In the opinion of Ghozali (2016) when the independent variables are interrelated causes of these variables are not mutually ontogonal. Ontogonal variable is the independent variable that the correlation between the members of the independent variables equal to zero. To detect their multikolinieritas to form hypotheses:

tolerence value<0.10 or VIF> 10 = happen multikolinearitas
tolerence value> 0.10 atauu VIF <10 = not happen mulitikolinearitas

test heterokedastisitas

Ghozali (2016) heterocedastisity testing is used to see if the regression model occurred inequality variance of the residuals of the observations to other observations. Testing is done by looking at the graph plot between the predicted value of the dependent variable with residual value. When forming a pattern, the points spread above and below the y-axis the number 0, then there is no heterokedastisitas. A good regression equations is when the regression equation does not happen heterocedastity.

Regression Analysis

In the opinion of Sugiyono (2017) used multiple regression analysis to predict the rise and fall of variable Y in one study when each or all of the variable X in ride lower.

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Keterangan:
Y = Performance Officer
α = coefficient Constants
β_1, β_2 = Independent variable regression coefficient
X_1 = Incentives
X_2 = Motivation
e = The error rate or *standard error*

Analysis Correlation Coefficient (r)

In the opinion of Sugiyono (2017) analysis of the correlation coefficient was used to measure the relationship between variables which are closely related, if the direction and vice

versa.

As a matter of interpretation of the correlation coefficient found is large or small, it can be guided by the following principles:

Table 3 provides Interpretation Guidelines Correlation Coefficient

interval coefficient	level Relationships
0.00 to 0.19	Very weak
0.20 to 0.399	Weak
0.40 to 0.599	moderate
0.60 to 0.799	Strong
0.80 to 1.000	Very strong

Source: Sugiyono (2017)

The coefficient of determination (R2)

Determinant coefficient ranged from zero up to one ($0 \leq R2 \leq 1$). If the determination is equal to zero, then there is no influence between variable X to variable Y. The results of the coefficient of determination when close to 1 then its influence is strong between the variable X to variable Y, when getting closer to 0, meaning the smaller the effect of variable X to Y. (Sugiyono, 2017)

Examination hypothesis

Partial test (t test)

Ghozali (2016) t test is used to see how big the influence of each independent variable (X) to the dependent variable (Y) significantly. The t test was determined by the following hypotheses:

- H0 = 0 wich one there was no correlation between each dependent variable to the independent variables.
- HA ≠ 0 wich one there is influence between each independent variable dependent variable.
- T table for significant value of 5% was 0.05 and the value obtained from df = nk. t test results obtained by comparing the value of t, where t is greater than t table then the hypothesis is accepted.

Simultaneous Test (F)

F test is used to determine whether all the independent variable (X) has the effect together or a combination of the dependent variable (Y). In the F-test, there are two ways that can be used. First through the level of significance of the test results ANOVA where if sig <0.05 then the hypothesis is accepted, but if it is greater then the hypothesis is rejected. The second is based on comparison of the value of F arithmetic and tables. If the F count> F table then there is a simultaneous effect in this study, however, if the value obtained is smaller then simultaneously there is no influence between the variables X and Y. (Ghozali, 2016).

RESULTS AND DISCUSSION

Research Instruments Test Results

Validity of Test Results Research Instruments

Table 4. Results Validity Test Instruments Grain Research Variables (N = 20)

Incentives (X1)	grain	r-count	Information
	1	0.659	valid
	2	.570	valid
	3	.718	valid
	4	.663	valid
	5	0.732	valid
	6	.777	valid
	7	.777	valid
	8	0.693	valid
	9	0.647	valid
Motivation (X2)	1	.713	valid
	2	0.573	valid
	3	.680	valid
	4	.639	valid
	5	.750	valid
	6	0.802	valid
	7	0.802	valid
	8	.788	valid
	9	.649	valid
	10	.484	valid
	11	.713	valid
	12	0.824	valid
	13	0.792	valid
	14	0.525	valid
	15	.542	valid
	16	0.707	valid
Performance (Y)	1	.609	valid
	2	.671	valid
	3	0.633	valid
	4	0.694	valid
	5	0.617	valid
	6	0.635	valid
	7	.684	valid
	8	.621	valid
	9	0.666	valid
	10	0.679	valid
	11	.690	valid
	12	0.699	valid
	13	0.581	valid

14	0.502	valid
15	0.587	valid
16	0.693	valid

Source: Adapted from primary data

From Table 4, it is known that all the instruments item ratings (r-count)> of r-table of 0.444, and thus the whole grain instrument is declared invalid. Referring to these results, the whole grain variables used as a research instrument qualified to serve as a measuring tool in this study.

The reliability test of Research Instruments

From table 5, it is known that all the items variable reliability test results of research shows a correlation r-count value> 0.6. Referring to these results, the entire item variable is reliable and qualified to serve as a measuring tool in this study.

Table 5 Reliability Test Results Variable study (N = 20)

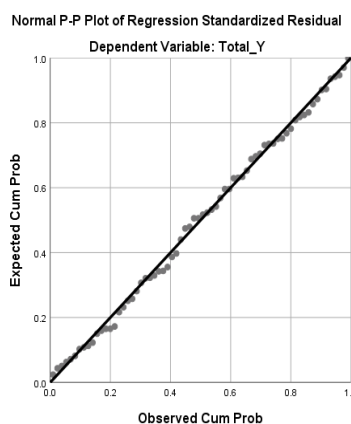| No.	item	*Num. of Cases*	*Num. of items*	Reliability Test Results
1	Incentives (X1)	20	9	0.908
2	Motivation (X2)	20	16	0.941
3	Performance (Y)	20	16	0.927

Source: processed from primary data

Classic assumption test
Normality test
Normality test results in this research look like in figure 4.1.
Figure 2 Normality Test Data

Source: processed from primary data

From the image Figure 2 shows that the general distribution of the data shows the data moving in a linear line diagonal, where dots spread around the diagonal line and its distribution follows the diagonal line direction, so that data can be said to be normally distributed, and meet the criteria of normality. Thus the regression model can be used to predict the performance variables based on the variable of motivation and incentives.

Test Multikolineralitas
In this study multicolinearity test was used to test the regression model of the relationship between the variable incentive and motivation.

Table 6 Test Multikolinieralitas

No.	Independent variables	*collinearity Statistics*	
		tolerance	VIF
1	Incentives (X1)	.487	2,055
2	Motivation (X2)	.487	2,055

Source: processed from primary data

From Table 6 shows that the value of tolerance to both independent variables> 0.10, and VIF <of 10.00, which means that in this study there are no issues multikolineralitas.

Test Heteroskidastity
Heteroskidastity test aims to test whether the regression model occurred inequality residual variance from one observation to another observation. Heteroscedasticity test results of this research look like in figure 3 below.
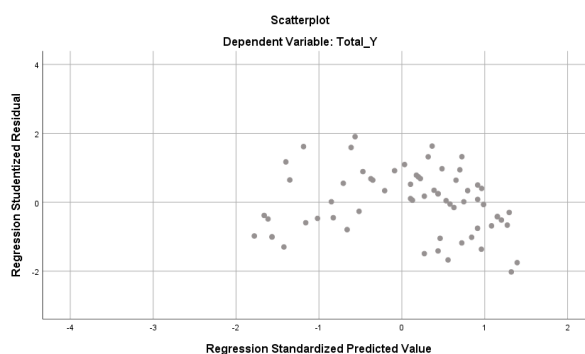
Source: processed from primary data
Figure 3 Test Heteroskidastity scatterplot

Based on Figure 3, the test results from the diagram scatterplot shows the data of the dots does not form a specific pattern and spread evenly both above and below the zero line, not gather at one point, sehinnga in this study there is no inequality of the variance of the residuals of the another observation to observation (heterokedastisitas).

Multiple Linear Regression Analysis

In this research, there are more than one independent variable that will be tested in order to determine the influence that exists between Incentives and Motivation Working together the Employee Performance then performed multiple regression analysis.

Table 7 Coefficient SPSS Regression

Model		Coefficients unstandardized		standardized Coefficients	T	Sig.
		B	Std. Error	beta		
1	(Constant)	18 049	2,840		6356	0000
	Incentive	0240	0105	0177	2,291	0025
	Motivation	0596	0060	0766	9947	0000
a. Dependent Variable: Performance						

Source: Results of data processed SPSS 24.0, 2018

Based on table 4.8, the regression equation can be formed as follows: Performance (Y) = 18.049 + 0.240 X1 + 0.596 X2

Of the value equation regression estimation function looks a value of 18.049. It is clear that without the influence of the independent variable incentive and motivation, then the performance of employees of stevedoring company PT. RMK- E is equal to 18.049.

Incentives variable coefficient value of 0.240 which explains that any changes to the incentives, performance will be unchanged at 0.240 assuming other variables are Motivation, in other words that the higher the incentive the higher the employee's performance stevedoring company PT. RMK- E Palembang.

Regression coefficients represent variable Motivation obtained a positive value of 0.596 which explained that any change in motivation, the performance is directly proportional amounted to 0.596 assuming other independent variables are incentives, in other words that the higher the motivation, the higher the performance of employees of the Company unloading PT. RMK- E Palembang.

Analysis Correlation Coefficient (R) and determination (R2)

In this study, the correlation coefficient analysis is used in order to know how much / tight relationship between independent variables (insenteif and motivation) and the dependent variable (performance). The magnitude of the relationship between these variables are shown in Table 8 below.

Table 8 Correlation and Determination

Model Summaryb				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.901a	0812	0807	2,444

Source: Results of data processed SPSS 24.0, 2018

In Table 8 obtained coefficient (R) is a positive sign which is 0.901 for Incentive and Motivation, these results may indicate there is a close relationship between the incentive, motivation and performance because it is above 0.5.

The coefficient of determination (R2) Incentives and Motivation in Table 8 by 0,812 or 81.2%, which means the incentive and motivation may explain the variable employee performance amounted to 81.2%, while 18.8% is explained by other variables not measured in this study ,

The relationship between the variable incentive and motivation with employee performance variables in this study are very strong, variable incentive and motivation has been able to provide the required information in predicting employee performance variables.

Hypothesis testing
Simultaneously Test (Test F)

To determine whether the independent variables jointly significant effect on the dependent variable used F test following F test to see who can be seen from Table 9.

Table 9 Results of ANOVA / Test Concurrent / test F

ANOVAa					
Model	Sum of Squares	Df	mean Square	F	Sig.
1 Regression	1679.584	2	839.792	140.648	, 000b
residual	388.107	65	5.971		
Total	2067.691	67			
a. Dependent Variable: Total Employee Performance					
b. Predictors: (Constant), Total Incentives, Total Motivation					

Based on the obtained value 0,000 Table 9 where the value is <0.05. As for the value of F count obtained 140.648. With a confidence level of 95% or with the value of α = 5% and by using the degrees of freedom df (degree of freedom) obtained Ftabel to 68 respondents is 3.05. In order to get the comparison value F-Count and F-table, 140.648> 3.05, which means there is a significant effect of incentives variable (X1) and motivation (X2) on Performance (Y). Significant value based on calculations, 0,000 less than alpha 0.05 (Sig F = 0.000 <α 0.005). From these values it can be concluded that the independent variables are the incentive and motivation together influential significantly on employee performance.

Partial test (t test)

Partial test (t test) was used to test the significance of the coefficient of each independent variable, whether Incentive (X1), and Motivation (X2) actually partial effect (separately) on the

dependent variable is the performance of employees in stevedoring company PT. RMK-E Palembang. The results of the partial test or t test using SPSS program are as follows:

Table 10 Regression Analysis t test

Coefficientsa						
Model	Coefficients unstandardized	standardized Coefficients	T	Sig.		
	B	Std. Error	beta			
1	(Constant)	18.049	2,840		6,356	, 000
	Incentive	, 240	, 105	, 177	2,291	.025
	Motivation	, 596	, 060	, 766	9.947	, 000
a. Depende Variable: Total Employee Performance						

Based on the information table 10 to do the analysis:

1. Testing The first hypothesis (H1), comparing the value of t arithmetic and t table variable incentive of 2.291> 1.995. Then the significance of 0.025 <0.05. So the researchers conclude that H1 is accepted, it means that the variable incentives (X1) there is an influence on the performance variable (Y).
2. Testing the second hypothesis (H2), comparing the value of t arithmetic and t table work motivation variable of 9.947> 1.995. Then the significance of 0.000 <0.05. So the researchers conclude H2 is accepted, it means that the motivation variable (X2) there is an influence on the performance variable (Y).

In Table 10 it can be seen that the value of the variable β Incentive (X1) is 0.240 and the motivation variable (X2) is 0.596. Independent variables that have a value that is away from the value β 0 is a variable that closely affect the dependent variable. Variable Motivation (X2) has a value β larger and further away from a value of 0, it can be concluded that the motivation dominant influence on employee performance.

DISCUSSION

Influence of Variable Incentives on Employee Performance PT Stevedoring Company. RMK-E Palembang

The incentive is in addition to the remuneration granted to certain employees whose performance over standard achievement. Variable Incentive positive results and significant impact on employee performance Empirical facts showed that that includes bonuses, commissions, and awards have a positive and significant impact on employee performance stevedoring company PT. RMK-E Palembang (Y) which means that the first hypothesis (H1) is accepted. This fact is in line with research conducted by Lia Mayang Sari (2013), which states that bonuses, commissions and profit sharing affect the performance of employees in the company. The results of this study indicate incentives make employees do better in completing the work within the time that has been set. Incentives are given correctly and match the

percentage of jobs to encourage employees to improve their performance through training or seminars, both held company and outside the company. It is expected to support career and develop their potential so that the work can be done more effectively and efficiently. In addition, the company expects to achieve the purposes and benefits as well as the existence without having a lot of obstacles.

Influence of Variable Motivation on Employee Performance PT Stevedoring Company. RMK-E Palembang

Based on the test results obtained by regression and the first hypothesis that motivation variables significantly influence employee performance stevedoring company PT. RMK- E Palembang. This is supported by several theories. According to Gibson (2012), there are several factors summarized in three of the most dominant variable in influencing behavior and employee performance, including:

- The variables contained within an individual in the form of skill, mental and physical, family background and expertise and demographics.
- Variables include the organization of resources, leadership, organizational structure and job design.
- Psychological variables, namely, knowledge, behavior, personality, and others.

Mangkunagara (2006) points out the two factors that affect the performance of that internal factors are factors that discusses the nature of the individual and the external factors are factors that increase or decrease in performance based environmental origin.

The description of the respondents know the percentage score responder for motivation variable is 79%, which means that the motivation of employees unloading PT RMK- E Palembang is good enough. This suggests that motivation is needed by employees unloading PT RMK- E Palembang. According to Smith and Wakeley, that one is encouraged to move because he hoped that it would bring the state more satisfying than the current situation.

Variable Motivation Has The Most Dominant Influence Employee Performance Against PT Stevedoring Company. RMK-E Palembang

Based on the test results of research that has been done shows that more dominant than the motivation variable incentive variables on the performance Stevedoring Company Employees PT. RMK-E Palembang, which is supported by theory David McClelland argued about a person's desire to achieve high performance in which the motivation variable in the study had a very important influence in determining the success of employees. Employees who have a good achievement motivation have high morale so that the goal of achieving the performance not only rewards but employee satisfaction.

CONCLUSIONS AND RECOMMENDATIONS
Conclusion
Based on the results of research and discussion that has been done in the previous chapter, it can be concluded empirically that:
1. Motivation positive and significant effect on employee performance stevedoring company PT. RMK-E Palembang. If the positive work motivation, then the resulting performance increase. Conversely, if the motivation to work less, then the performance of the resulting decreases.

2. Incentives have a positive and significant impact on employee performance stevedoring company PT. RMK-E Palembang. If employees obtain an adequate intensive employee performance can be further improved.
3. Motivation and Incentives simultaneously have a positive and significant impact on employee performance stevedoring company PT. RMK-E Palembang. Intensive, motivation, mutual influence on employee performance, providing appropriate incentives to employees resulted in the employee's performance does not match the target.
4. Variable work motivation is the dominant influence on employees of stevedoring company PT. RMK-E Palembang.

SUGGESTION

From the conclusions that have been obtained in the study "INCENTIVES AND MOTIVATION EFFECT ON THE PERFORMANCE OF EMPLOYEES IN PART STEVEDORE PT. RMK ENERGY PALEMBANG ", the researchers gave the following advice.

a. Employees should further improve performance so that the company can provide the appropriate incentives to work.
b. Stevedoring company PT. RMK-E Palembang need to schedule a discussion on the problems that occur in the company to motivate employees so as to create employee performance improvement.
c. Employees must have a special motivation in him in accordance with the company's goals. That's because, with the motivation to work will improve its performance.
d. The good performance of each employee is required to obtain results that correspond to the bonus will be paid by the company.
e. Companies should further clarify the details of incentives so that employees can earn bonuses depending on their performance.
f. Comfortable working environment is needed employees to have the self-motivation and gain increased incentives so as to create a good performance
g. To improve performance, should pay attention to intensive leadership and motivation in order to produce a satisfactory performance.

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