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THE RELATIONSHIP OF ALLOWANCE AND ANNUAL BONUS TO EMPLOYEE PERFORMANCE IN EXPORT IMPORT COMPANIES

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Abstract
The background of this research is how to find out the relationship between annual bonus allowances and employee performance variables in a company engaged in the export-import sector. Therefore, with these three variables, it will be known that employee performance will affect what variables can improve performance employee. The method used in this study is to use quantitative methods by conducting a survey of 100 employees at a company engaged in the export and import sector. With this research, it can be seen what things can improve employee performance at the company. The problem raised in this study is how to find out the variables that affect the performance of employees at an import-export company. With these variables, it can be said that the performance of employees at the company. The purpose of this study is to find out what variables affect another variable. The variables raised in this study are the allowance variable from the variables represented by hypothesis 1 and hypothesis 2, hypothesis 1 produces a value of 0.003 which means that it is very influential and hypothesis 2 has a value 0.002 which has a heart greatly affects his heart, these two values can affect the dependent variable, namely the employee performance variable.
Keywords: Allowances, Annual Bonuses, Employee Performance, Export, Import.

INTRODUCTION

Employee performance is an indispensable thing in a company with high employee performance. The company increases revenue and profit results every year. Things that can affect employee work will be investigated by human resources in a company to find out what variables can be used. Improve employee performance at the company, therefore with the known variables, employee performance will continue to be improved to increase the profit of a company.

There are many ways, there are many ways to improve employee performance in a company. Because the company already considers employees as important assets that must be maintained because with these assets, the company can increase profits every year,

employees are also considered as family in a company and are treated well in terms of salary, benefits and annual bonuses are therefore many ways to make employees comfortable and improve performance in order to improve company profits.

The method used in this research is to use quantitative methods and conduct a literature study to the library in order to find new problems that exist in past research. From these problems, with the survey, the latest data can be found and these data are real data that can be found in the field.

The problem raised in this study is how to find out the relationship between annual bonus allowances and employee performance with when these variables, solutions will be sought from improving employee performance

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so that the company can grow and develop so that it can achieve the desired profit.

The purpose of this study is how to find out the relationship between benefits and employee performance then the annual formula variable with employee performance. With the two hypotheses, it will be found that the value of hypothesis 1 is 0.003 and the value of hypothesis 2 is 0.002, which means there is a very significant relationship to one variable to another.

RESEARCH METHOD

At this stage, a research method will be carried out based on three things, namely the literature review stage by reading a lot of similar literature in order to create new problems and the best novelty. This will be done after the research problems are found, after that it will find the results and be able to answer the research problems that exist in the research.
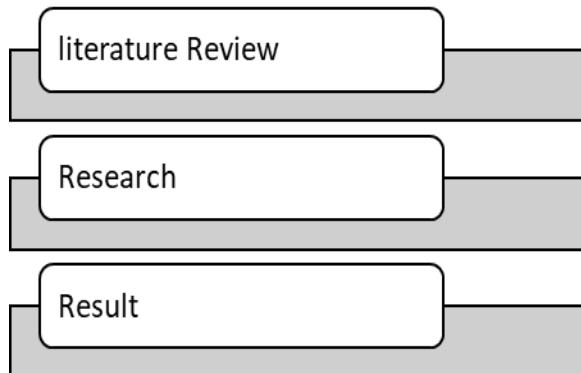
Figure 1. Hipotesis Model

RESULT AND DISCUSSION

At this stage, testing will be carried out and trying to conduct discussions to get the results of a study that was raised on the problem in this study based on Figure 2 below, it can be concluded that there are 2 hypotheses, the first is the relationship between benefits and employee performance and is there a relationship between annual bonus with employee performance.
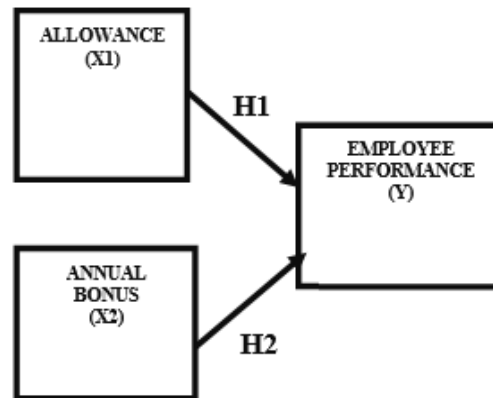
Figure 2. Hipotesis Model

Table 1. The Questions

No	Questions	Variable
1	Benefits are an important thing at work	X1
2	Size allowance at work	X1
3	Standard allowance	X1
4	Annual bonus what to expect	X2
5	Annual bonuses are important in employee earnings	X2
6	Position size annual bonus	X2
7	Employee Performance Employee work size	Y
8	Employee performance must be good	Y
9	Employee performance must have good grades	Y
10	Employee Performance salary measure	Y

1. Multiple Linear Regression Analysis
a. Regression Equations

Table 2. Recapitulation of the Results of Multiple Linear Regression Analysis

Variable	Unstandardized Coefficients
Allowance	2,333
Annual Bonus	0,298
Employee Performance	0,585

Source: The Results of Data Processing
Based on table 2, the variable values are 2.333, 0.298 and 0.585, it can be concluded that the 3 variables have a significant relationship.

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b. Koefisien Determinasi (R2)

Table 3. Correlation and Determination Coefficients

Dependent Variable	Independent Variable	R	R Square	Adjusted R Square
Y	X1 & X2	0,721	0,539	0,838

Source: The Results of Data Processing

The R values of the 2 variables X1 and X2 are 0.7 and 21, and have an Adjusted R Square value of 0.838 and have an R Square value of 1.539, which means that the 2 independent variables have a significant relationship.

c. Hypothesis Testing

c.1. Hipotesis I (F test / Serempak)

Table 4. F / Simultaneous Test

Dependent variable	Independent Variable	F Count	F Table 0,05	Sig.F	decision on H0
Y	X1 & X2	54,116	1,488	0,003	Ditolak

Source: The Results of Data Processing

Based on table 4, each variable has a Count value of 54.116, FTable 1.488 and Sig.F 0.003 which means reject H0 and accept H1.

c.2 Hipotesis II (t test / Parsial)

Table 5. t / partial test results

Variable	t	Sig.
X1	3,897	0,003
X2	5,634	0,002

Source: The Results of Data Processing

Based on table 5, it will be explained that the t values of the X1 and X2 variables are 3.897 and 5.634 and have significant values of 0.003 and 0.002.

2. Discussion of Research Results

a. Hypothesis 1 (H1) variable Allowance (X1) on Employee Performance variable (Y).

Hypothesis 1 is the relationship between the allowance variable and employee performance which has a result of 0.003 which means it has a very significant influence on the independent variable and the dependent variable.

b. Hypothesis 2 (H2) variable Annual Bonus (X2) on Employee Performance (Y).

Hypothesis 1 is the relationship between the Annual Bonus variable and employee performance which has a result of 0.002 which means it has a very significant influence on the independent variable and the dependent variable.

3. Descriptive Analysis

a. Allowance Variables (X1)

Allowances are things that employees must get because as an excess of the basic salary obtained with employee benefits, they will be more enthusiastic at work and can be used as the basis for employee performance.

b. Annual Bonus Variable (X2)

Annual bonus is obtained at the end of the year after the company closes the books and calculates how much profit from the company the profit will be divided among employees and the company will give an annual bonus based on their position and level of length of service with this year's bonus it will improve performance.

c. Employee Performance Variable (Y)

Employee performance is influenced by many things. One of them is the annual allowance and bonus. With these two variables, it will be found out whether it has a significant effect or not. With the two independent variables, the dependent variable on employee performance will be sought to help the company increase profits every year.

CONCLUSION

Based on the conclusions above, it can be seen that hypothesis One has a value of 0.003 which means that it is very significant and hypothesis 2 has a value of 0.002 which means that it significantly affects the two hypotheses, so it can be concluded that from 100 people who were given a survey, it can be ascertained that the two hypotheses have variables that significantly influence the independent variable and the dependent variable.

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