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# THE INFLUENCE OF REWARD AND INDIVIDUAL CHARACTER ON EMPLOYEE PERFORMANCE AT JABAL GHAFUR SIGLI UNIVERSITY

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**ABSTRACT**

The purpose of this study is to determine the degree to which personal traits and rewards have an impact on employee performance at the University of Jabal Ghafur Sigli. The researchers used complete sampling to collect data from 56 respondents as samples. After passing several of the necessary tests, the author draws the conclusion that this study confirms the ha hypothesis and rejects the ho hypothesis based on the findings of various statistical tests and test summaries. The F-count was 8.404 with a probability level of 0.001 based on statistical calculations performed using the SPSS version 21.0 program and described in Table 4-15 above. The F-table, however, is 3.162. since there is a significantly lower likelihood than 0.05. 8.404 F-count > F-table (3.162), This study accepts the Ha hypothesis and rejects the Ho hypothesis, which means that the incentive variable and individual characteristics combined strongly explain the employee performance variable. In this study, the individual characteristic variable, with a t-count value of 2.327 and a t-table value of 2.003, has a more dominant influence than the reward variable. The employee performance variable at Jabal Ghafur Sigli University may be partially influenced by the individual characteristic variable, according to the value of the t-count t-table (2.327 > 2.003) with a probability of 0.024.

**Keywords: Employee Performance, Individual Characteristic, and Reward**

## INTRODUCTION

Human resources are something that every organization needs because they are crucial to fulfilling the organization's vision and goal. HR will serve as the primary factor in determining how effectively organizational development and activities are carried out in order to achieve success. One of the standards that any organizational leader must take into account is HR management. The supply of employee rewards, individual employee characteristics, employee performance, and the influence of employee performance on the business are a few elements that must be taken into account with regard to the aforementioned. The leadership's cunning in hiring its staff has a big impact on how well a business is governed. The aforementioned indicators serve as the starting point for further investigation.

The success of an organizational institution is influenced by the potential of the employees working there to realize the roles and authorities of the primary tasks and functions in accordance with the organization's vision and mission. The presence of human resources in an organizational institution receives a vital target. The goal of HR is to develop, maintain, and use human resources to help the organization achieve its objectives. The accomplishments made in an organization's operational activities, including the human resources component, are described as its performance (Jumingan, 2016).

Since 1982, UNIGHA has operated as a private university in Aceh, Pidie Regency, under the direction of the Jabal Ghafur Campus Foundation. By enhancing organizational performance, UNIGHA continues to work toward realizing its vision and mission as it performs its obligations. Although some employees have been very generous and devoted to the organization so that they accept what is offered by the organization, the issue that arises is based on the phenomenon that when viewed from the perspective of rewards, there are still some employees who are not satisfied with the rewards they have so far received.

According to the individual characteristic variables, individuals that operate in the Jabal Ghafur setting ostensibly have diverse personalities and traits. However, some employees promote their egos, both personal and structural. Another factor that can be seen from employee performance is that they are loyal to the company and have not been working as hard as they could have. This is demonstrated by the fact that there are still some employees who work two jobs outside of the campus organization

and that admissions for lecturers are frequently delayed. It is vital to review the variables that influence employee performance as a result.

The issues investigated are:
1. How much of an effect do rewards have on workers' performance?
2. To what extent do personal traits affect an employee's performance?
3. Which factor has the strongest influence on how well employees perform?

Research objectives

The following issues are looked at:
1. The extent to which rewards affect employee performance.
2. The degree to which individual traits affect staff members' performance.
3. To identify the factors that have the strongest bearing on how well employees perform.

## LITERATURE REVIEW

The meaning of reward

Because they can boost morale, rewards are typically intended to advance the business or group. By giving staff trophies, for example, rewards can be used to demonstrate to subordinates how much their work is valued. By using incentives, employers can raise employee performance and accomplish their objectives (Ghoniyyah et al., 2017). One of the fundamental duties of the HR discipline is the rewards management system. increased financial and non-financial performance of the organization. Additionallys to the advantages of reward workers' overall performance (Aktar et al, 2012). Employee performance is significantly influenced by rewards (Güngör, 2011). Rewards are usually aimed at advancing the company/organization because they are able to encourage morale. An important element used to encourage employees to contribute in generating innovative ideas that lead to better functioning of the organization. From some of the definitions above, the award is a form of compensation received by employees for their good and bad performance in accordance with the provisions or work standards that have been set.

Identified Personal Qualities

A person or item has traits if they have some unique qualities. Individual traits include interests, attitudes, and aspirations that are controlled by staff in work settings, according to (Hajati, Wahyuni, 2018). (Choi et al., 2015) identified personal traits including staff fit and self-efficacy. Individual or personal factors include age, BMI, and frequency of activity (Jalil, at all, 2015). According to some of the descriptions given above, an individual's traits can be derived from their behavior, skills, interests, and values as well as from how quickly they feel pleased or not.

Staff Performance

Depending on the degree of performance attainment, the performance management system determines the quantity of performance. The management information system measures employee performance in a number of ways (Imran, Tanveer, 2015). Employee performance is the level at which they meet job requirements and adhere to responsibility-based work norms (Ghoniyyah et al., 2017). It is the goal of management to improve total organizational change through HR performance (Mas'ud, 2014). The standards and guidelines established by the organization are used to evaluate a person's accomplishments. According to some of the definitions given above, an employee's performance is the outcome of their job, which is evaluated in accordance with the organizational work standards without deviating from the rules and regulations.

## METHODS

Location of the Research Object

The study will be carried out at Jabal Ghafur Sigli University in the Aceh province's Indra Jaya District of the Pidie Regency. whereas all of the UNIGHA staff are the study's subjects. The study will be conducted in 2022–2023.

Population

The population is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by researchers to be studied and then drawn conclusions, (Sugiyono,

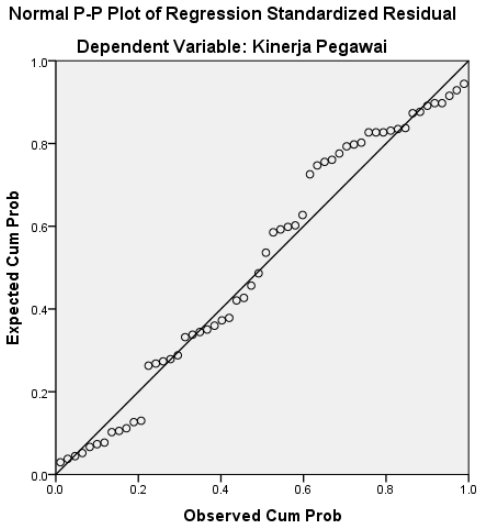
2012:101). The population in this study are all employees who work at Jabal Ghafur University, as many as 56 people (Unigha 2022 Personnel Section Data).
A case
Sugiyono (2012) claims that the sample reflects the size and features of the population. According to Arikunto (2010:112), sampling for this study should include all of the subjects if there are fewer than 100, 10-15%, 20-25%, or more of the subjects if there are more than 100. Sugiyono (2012:103) claims that because there are fewer than 100 people in the population, the entire population is employed as a study sample. This is why the total sampling approach was chosen. Regarding the aforementioned assertion that 56 respondents made up the research sample.
Data gathering method
This research's data was gathered through fieldwork, namely through online surveys (google forms) that were distributed to respondents online and then processed to create raw data.

## RESULTS AND DISCUSSION

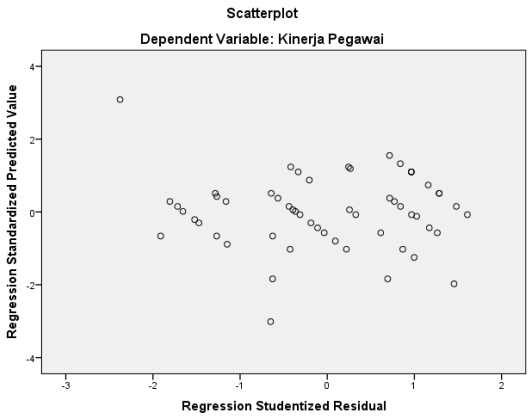
The standard hypothesis tests applied in this research are:

Test Results for Normality

To determine if the data is a regression model, the dependent variable and the independent variable both have a normal distribution or not, testing the data's normality is utilized. The normal probability plot graph, which contrasts the cumulative distribution of the real data with the cumulative distribution of normal data, can be used to analyze the normality of the data. The regression model satisfies the assumption of normality if the data is distributed along a diagonal and moves in the same direction as the diagonal line. Data processing yields a normal probability plot that looks like the information below:




**Picture I-1.** Normalitas P-P Plot Regression (Uji Normalitas)
Based on Figure I-1, it can be seen that the line that describes the actual data follows a diagonal line. Thus it can be interpreted that the data used in this study is normally distributed as required.
Results of the heteroscedasticity test
The scatterplot graph's existence or lack of specific patterns can be used to determine whether heteroscedasticity is present or absent. Heteroscedasticity is present if there is a specific pattern, such as the existing dots making a specific regular pattern (wavy, widening then narrowing). There is no heteroscedasticity if there is no obvious pattern and the points are evenly spaced above and below the value 0 on the Y axis.




**Picture 1.2.** Heteroscedasticity Test Results

It is clear from the test findings displayed in Figure 4-2 above that the regression model used in this study does not experience heteroscedasticity, contrary to what was previously asserted.
Results of the Multicollinearity Test

Multicollinearity signs point to a strong correlation between the independent variables. Multiple linear regression suggests that these symptoms are not present. This is due to the fact that, if multicollinearity occurs, changes in one independent variable will also affect changes in other independent variables, making it challenging to determine with precision how much influence each independent variable will have. The tolerance and VIF values presented in Table I.1 can be used to establish whether multicollinearity symptoms are present or absent as follows:

**Table I.1. Independent Variable VIF Value**

| No | Variabel | Tolerance | Score VIF |
|---|---|---|---|
| 1 | Reward ($X_1$) | 0.828 | 1.208 |
| 2 | Identified Personal Qualities ($X_2$) | 0.828 | 1.208 |

**Source:** Primary Data, 2022 (Processed)

The regression model does not exhibit multicollinearity diseases, as shown in table I.1 above. This is demonstrated by the fact that each independent variable's tolerance value is bigger than 0.1. The VIF calculation's results also demonstrate that each independent variable's VIF value is less than 10. Therefore, it can be said that the regression model used in this study does not have multicollinearity among the independent variables.

Analysis of Rewards' Impact on Employee Performance at Jabal Ghafur Sigli University and Individual Characteristics.

Multiple linear regression techniques were employed to ascertain the influence of independent variables, which included the influence of rewards, individual characteristics, and employee performance. This is demonstrated by the value of each variable's regression coefficient, which is displayed in the output section for SPSS version 21.0 below.

**Table I.2. Multiple Linear Regression Results**

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| (Constant) | 2.058 | 4.504 | | .457 | .650 |
| Reward | .428 | .178 | .322 | 2.396 | .021 |
| Identified Personal Qualities | .451 | .164 | .369 | 2.746 | .009 |

**Source: Primary Data, 2022 (Processed)**

Based on the results of the regression calculation in the SPSS version 21.0 output section above, the regression equation showing employee performance as a function of rewards and individual characteristics can be formulated as follows:

$$Y = 11.407 + 0{,}197\ X_1 + 0{,}316\ X_2$$

a) From Table IV-8 above, it is clear that there is a multiple linear regression equation. It can be explained that if the constant value is 11.407, then Employee Performance (Y), which measures employee performance at the University of Jabal Ghafur Sigli, is 11.407 on a Likert scale unit if the Reward variable (X1) and Individual Characteristics (X2) are taken into account as constants.
b) With a significance level of 0.040 or less than 0.05, the test findings for the reward variable (X1) produced a positive regression coefficient value of 0.197. Thus, it can be concluded that at Jabal Ghafur Sigli University, the reward variable (X1) has a favorable and significant impact on the employee performance variable (Y).
c) In addition, the test results showed a positive regression coefficient value of 0.316 with a significance level of 0.024 or less than 0.05 for the individual characteristic variable (X2). Thus, it can be concluded that at Jabal Ghafur Sigli University, the individual characteristic variable (X2) has a positive and significant impact on the employee performance variable (Y).

Correlation (R) and Determination Analysis (R2)

to ascertain the degree to which individual characteristics and the variable influence of reward affect employee performance at the University of Jabal Ghafur Sigli. can be categorized as being quite close. Additionally, the coefficient of determination (R2) is utilized to estimate the size of the variation in employee performance at the University of Jabal Ghafur Sigli. Detailed information is shown in the following table:

**Table 1.3. Correlation Coefficient (R) and Determination Coefficient ($R^2$)**

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .491[a] | .241 | .212 | 1.578 | .241 | 8.404 | 2 | 53 | .001 |

a. Predictors: (Constant), Identified Personal Qualities, Reward

b. Dependent Variable: Worker Performance

The magnitude of the coefficient of determination (R) of the relationship between the independent variables, namely rewards and individual characteristics, is shown in Table 1.3 above. The relationship between the independent and dependent variables is strongly correlated, as indicated by the value of

0.491 or 49.1%. To see the value of the R-Square coefficient, we can observe that at Jabal Ghafur Sigli University, the influence of incentive variables and individual job characteristics on employee performance variables is 0.241 or (24.1%). While the remaining (75.9%) were affected by additional factors not covered in this study.

Proof of the Hypothesis
Simultaneous Test (F Test)
To assess the impact of the independent variable on the dependent variable, namely the performance of employees at Jabal Ghafur Sigli University, simultaneous hypothesis testing (F-test) was done. The findings of the F-Test are shown in Table I.4 below for more information:

**Simultane Test Results, Table I.4 (F-Test)**

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 41.857 | 2 | 20.929 | 8.404 | .001[b] |
| | Residual | 131.982 | 53 | 2.490 | | |
| | Total | 173.839 | 55 | | | |

a. Predictors: (Constant), Identified Personal Qualities, Reward

b. Dependent Variable: Worker Performance

Table 1.4. above summarizes the results of statistical calculations made using the SPSS Version 21.0 program. It shows that the F-count is 8.404 with a 0.001 probability level. The F-table, however, is 3.162. since there is a significantly lower likelihood than 0.05. In other words, this study accepts the Ha hypothesis and rejects the Ho hypothesis since F-count (8.404) > F-table (3.162) indicates that the incentive variable and individual attributes can explain the employee performance variable together considerably.

Limited Test (t Test)

Limited statistical analysis The Jabal Ghafur Sigli University employee performance was the dependent variable, and the t-test was used to assess the significance (real or not) of the influence of independent factors (rewards and individual characteristics) on it. The variables used in the regression approach, rewards (X1) and individual traits (X2), can be partially seen in the regression equation below, according to the calculations performed above using SPSS.

1) The reward impact variable (X1) research findings had a t-count value of 2.107 and a t-table value of 1.670. Because of the probability of 0.404 more than 0.05 and the t-count value t-table (2.107 > 2.003), it may be inferred that the incentive variable at Jabal Ghafur Sigli University has a partial impact on employee performance (Y).

2) The t-count value of the study's findings for the individual characteristic variable (X2) was 2.327, while the t-table value was 2.003. The employee performance variable at Jabal Ghafur Sigli University may be partially influenced by the individual characteristic variable, according to the value of the t-count t-table (2.327 > 2.003) with a probability of 0.024.

## CONCLUSION

This study rejects the theory Ho and accepts the theory Ha. The study's findings indicate that the individual characteristic variable (X2), whose t-count value is 2.327 while its t-table value is 2.003, has a more significant influence than the reward variable.

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