INFLUENCE OF ADDITIONAL EMPLOYEE INCOME AND MOTIVATION ON EMPLOYEE PERFORMANCE

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Abstract: Additional Employee Income is one of the factors that influence the increase in employee performance. This study aims to determine the effect of additional employee income and motivation on employee performance at the Regional Asset Finance Agency of Malang Regency. This type of research uses quantitative. The population in this study is the Civil Servants of the Regional Asset Finance Agency of Malang Regency, amounting to 45 employees. The type of sample used in this study is a saturated sample, the scale item used is the Likert scale. Collecting data using a questionnaire. The analysis used is multiple linear analysis. The results of this study indicate that r arithmetic > table means that it is valid and the reliability is above 0.5 which means it is reliable while the results of the study show that the t-test results for the Additional Employee Income and Motivation variables have a positive effect on employee performance. The results of the F test show that the independent variables together have a positive effect on employee performance. The coefficient of determination (R^2) shows the magnitude of the contribution of 0.543 to the Additional Employee Income and Motivation variables simultaneously on employee performance of 54.3 % and the rest is needed by other factors in the Regional Asset Finance Agency of Malang Regency.
Keywords: Additional Employee Income, Motivation, Employee Performance

INTRODUCTION

Additional Employee Income (T) is a compensation for the income performance of Civil Servants (ASN) related to their performance evaluation. Additional ASN income is given to an employee if they perform well in a field of work that performs with the results achieved by a person and is a very important and interesting component because the benefits are well documented and the agency requires employees to work hard and achieve results based on good work skills. , without good performance, all employees achieve their goals. will not be so successful will be difficult to achieve. High employee performance and efficient organizational performance will be optimal. On the other hand, poor employee performance affects the achievement of organizational goals (Sedarmayanti, 2012). In this case, the researcher focuses on looking at the negative impact of motivation and it can be seen from the various problems that exist in the Regional Asset Finance Agency. office employees still often do tasks that are not listed in the main tasks and functions. This is due to the lack of motivation from other employees who do not have enough expertise to complete and lack of responsibility for the tasks assigned to him and the nature of dependence, misunderstandings between employees are still very visible. To improve the efficiency and effectiveness of government agencies, especially to improve employee performance, it must be motivated so that employees can function properly, the biggest of which is to provide additional employee income (TPP) for civil servants, the spirit of employees to carry out

their duties and responsibilities to work quickly and correctly. Additional employee income (TPP) is one of the external factors that affect the improvement of employee performance efforts, allowances are given to one of the implementations of compensation or remuneration that are appropriate for employee performance and work performance, and other types of performance allowances provide employee performance to improve staff performance (D. K. Putri, 2020)

Based on previous research, Nuraini (2021) shows that it is significant to the work performance of employees. Additional employee income is one of the dominant factors determining the level of employee performance. At the same time, the research was conducted by (Yalitoba & Satyagama, 2019) This study proves that additional income has a positive and significant effect on employee performance. The policy of additional income for civil servants within the Sigi Regency Government is expected not only to have an impact on improving employee welfare but also to increase employee performance. The provision of additional income is routinely received by employees every month so that it gives enthusiasm or better work motivation and has an impact on the resulting performance. On the other hand, the provision of additional employee income is directed so that all civil servants in the Sigi Regency Government, including employees of the Regional Secretariat, can improve their performance and provide quality services to the community according to expectations/satisfaction. The additional employee income is adjusted to the employee's achievements and performance. There is an opinion or the fact that one of the main motivations for a person to become a civil servant must have a decent and decent life guarantee in the form of additional wages for employee income. The different employee income policy is expected to have an impact on improving employee welfare. This TPP is given regularly every month. On the other hand, additional employee income is so that all ASN can improve their discipline and performance and provide services in accordance with established procedures. So many policies are designed to enhance the performance of government employees and officials to provide the best service, one of the policies taken is to provide additional income. The purpose of this study is to examine how well the employee's performance is since the regulation on Additional Income Effects. The influence of other employee income on the performance of regional asset financial agency employees.Additional Employee Income According to Putri (2021) incentives as incentives encourage employees to work to the best of their ability, which is intended as additional income beyond the predetermined salary or wage. The purpose of other employee income is to meet the needs of employees and their families. The term incentive system in the language is used to describe a salary payment plan, direct or indirect contracts with various standards of employee performance or organizational profitability. According to Madjid (2016), performance allowances are in the form of direct wages that are given to employees because their performance reaches the specified standard or even exceeds it. Performance allowances can provide additional income for each employee so that employees can focus more on work. According to Sutriyono (2014) (encouraging) can be used as a strategy to improve employee performance. Motivation can be done in various ways such as coercion and punishment, rewards or praise, creating competition, clear and easily achieved goals and expectations can also be used as motivation. Subordinates will not be motivated to achieve high productivity levels if they feel that expectations are not realistically achievable. Encouragement means that the person will become a better person than

before. Motivation can also be interpreted as a reason that underlies an action taken by someone due to human psychological characteristics that contribute to the level of commitment to someone (Siagian, 2014).

According to Mangkunegara (2005:9) Performance is the result of the quality and amount of work achieved by a person in carrying out his duties, and the responsibilities assigned to him are consistent with this. Meanwhile, Sedarmayanti & Satrio (2019) revealed that performance is the result of work that can be achieved by a person in accordance with their respective authorities. People or groups within the organization to achieve organizational goals legally and do not violate the law, follow and ethical morality. Perceive performance as a function of motivation and ability to complete a task or job.

METHODS

The type of research used in this research is quantitative research methods. Quantitative research is research that analyzes using numbers, data collection, interpretation of data, and appearance of the results of data processing. In quantitative research, researchers must understand the conclusions from the results of data processing accompanied by tables and graphs, charts and pictures. The sampling technique in this study used purposive sampling.

According to Madjid (2016) that purposive sampling is a sample that is carefully selected by taking people or objects that are selective and have specific characteristics. The population is a generalization area consisting of objects or subjects that have certain qualities and characteristics, which are applied by researchers to study and then draw conclusions. In this study, the population was civil servants at the Regional Asset Finance Office of Malang Regency, amounting to 45 employees. The type of data in this study using primary data, according to Hassan, is data obtained or collected directly at the location by research. This means that data is obtained directly from research respondents, which are the first source of respondents regarding the variables above. these variables are derived from the results of interviews and questionnaire distribution

Variable Measurement

All variables in this study were measured using a Likert scale, Scale 1 for answers (STS) / strongly disagree to Scale 5 for answers (SS) Strongly Agree. The indicators for each variable are:

Table 1. Variable Measurement Method

Variables	Indicator
Additional Employee Income (X1)	1. Perfomance
	2. Legth Of Work
	3 Needs
	4 Position
	Source: (Umbeang et al., 2020)
Motivation (X2)	1 Sufficient Salary
	2 Comfortable To Work
	3 Insteritik
	4 Treat Work
	Source: (Uno, 2009)

Employee Performance (X3)	1. Quality
	2. Quantity
	3. cooperation
	4. Punctuality

<div align="right">Source: (Umbeang et al., 2020)</div>

<div align="center">Source: data that has been processed by the author (2022)</div>

RESULTS AND DISCUSSION

Test Instrument Data

a) Validity Test

Verification of data in research conducted using item analysis techniques, namely by associating the score for each item stated as a score with the overall score for each variable. The standard used shows that the instrument is valid or suitable for testing the hypothesis, namely, whether the correlation value is at a significant level < 0.05 significant, the declaration indicator is declared valid.

b) Reliability Test

This reliability test is carried out by comparing the alpha or Cronbach's number with a value of 0.5. If the alpha or Cronbach's alpha number > 0.5, then the variable is said to be reliable. Vice versa, if alpha or Cronbach's alpha number < 0.5, then the variable is said to be unreliable

<div align="center">Table 2. Test Results of Research Variable Reliability</div>

VARIABLE	Cronbach Alpha Value	Description
Additional Employee Income	0,294	Reliable
Motivation	0,294	Reliable
Employee Performance	0,294	Reliable

<div align="center">Source: data that has been processed by the author (2022)</div>

Based on the table above, the reliability value for the TPP variable is 0.854, which means the research instrument is said to be reliable because the Cronbach Alpha value is 0.854 > 0.5, then the variable is said to be reliable, then the Motivation variable has a reliability value of 0.876 which means the research instrument is said to be reliable because the value Cronbach Alpha 0.854 > 0.5 then the variable is said to be reliable and the Employee Performance variable is 0.902 which means the research instrument is said to be reliable because it has Cronbach Alpha 0.902 > 0.5

Classic assumption test

a) Normality Test Results

Normality test is used to test whether in the regression model. Confounding variables or residuals have a normal distribution. Normality test method that can be used to test residual normality is kolmogorov-smino

Table 3. Test Result of normality test

		Unstandardized Residual
N		45
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	2.79111782
Most Extreme Differences	Absolute	.076
	Positive	.076
	Negative	-.070
Kolmogorov-Smirnov Z		.510
Asymp. Sig. (2-tailed)		.957

a. Test distribution is Normal.

Source*: data that has been processed by the author (2022)*

Based on the table above shows the value produced by Asymp. Sig at the output value is more than 0.05 (alpha). This means that the standardized residual value is normal. The results of the Kolmogorov-Sminov normality test in the table above show a significant value of 0.957, which is above 0.05. Thus the residual value of the variable is normal and can be used.

b) Multicollinearity Test Results
The multicollinearity test aims to test whether the regression model found a correlation between the independent variables. A good regression model should not have a correlation between the independent variables. To find out the existence of multicollinearity in the regression model, it can be seen from the Variance Inflation Factor (VIF) value.

Table 4 . Test Results of Research Multicolinierity

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Additional Employee Income (X1)	,371	2,698
	Motivation (X2)	,371	2.698

Source*: data that has been processed by the author (2022)*

Based on the table above shows that both Employee Income and Motivation have a Tolerance value of less than 1 and VIF has a value of less than 10, it can be said that the data does not occur Multicollinearity

c) Heteroscedasticity Test Results
The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the resedual or other observations. There are several ways to find out whether there is heteroscedasticity in the regression model.
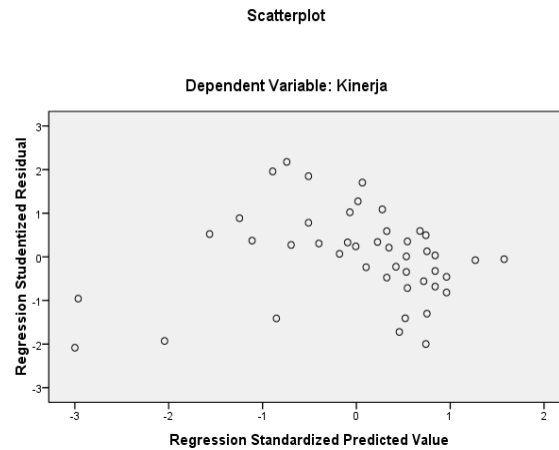
Figure 1. Test Result of Heteroscedasticity Test
Source*:* data that has been processed by the author (2022)

Based on the graph above, it shows that the point of spread spreads randomly below the number 0 on the Y axis, it can be said that the data does not occur Heteroscedasticity in the regression model.

Multiple Linear Regression Analysis Test
Multiple regression analysis. This analysis is used to measure the strength of the relationship between the independent variable and the dependent variable. It also shows the direction of the relationship between these variables

Table 5 . Test Results of Multiple Linear Regression Analysis Test

		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	8,278	3,157
	Additional EmployeeIncome (X1)	,299	,130
	Motivation (X2)	,335	,150

Source*:* data that has been processed by the author (2022)

Based on the table above shows the coefficient B is the form of a regression equation that can be generated as follows

$$Y = 8.278 + 0.299 X1 + 0.335 X2 + e$$

The results of the simple regression analysis test indicate the direction of the independent variable, namely TPP and motivation to the dependent variable, namely employee performance. The X coefficient is worth (0.299) for the TPP variable and (0.335) for the Motivation variable with a sig value of 0.000 <0.05 so that it has a positive and significant effect on employee performance.

Coefficient of Determination Test (R^2)

The coefficient of determination (R2) to measure the model's ability to explain the variation of the dependent variable, the value (R2) is between 0 and 1. A small value (R2) means that the ability of the independent variable to explain the variation of the dependent variable is very limited. The value of the coefficient of determination that is close to one va means that the independent variables provide almost everything needed to predict variation

Table 6 . Test Results of Coefficient of Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,737	,543	,521	2.857

Source*: data that has been processed by the author (2022)

Based on the table above, it shows that the value of the coefficient of determination, namely the R-Square has a coefficient of determination value of 0.543, that value means that the variable in Additional Employee Income and Motivation simultaneously on employee performance is 54.3% and the rest is required by other factors.

Hypothesis test
Partial Effect Test (T-Test)

The purpose of this test is to determine the effect of the independent variables individually in explaining the dependent variable. To provide an interpretation of the T test. If the value of sig > the significant level used in this study, the effect between the independent variables on employee performance is not statistically significant at a significance level of 5%

Table 7 . Test Results of Partial Effect Test (T-Test)

Model		t	Sig.
1	(Constant)	2.622	.012
	Additional Employee Income (X1)	2.310	.026
	Motivation (X2)	2.234	.031

Source*: data that has been processed by the author (2022)

Based on the table above, it shows that the t-count value generated in the Additional Employee Income variable is 0.299 with a sig of 0.026 which is smaller than 0.05, which means that the Additional Employee Income variable has a significant effect on Employee Performance.

The calculated t value produced by the Motivation variable is 0.335 with a sig of 0.031 which is smaller than 0.05, which means that individually the motivation variable has a significant effect on employee performance.

Simultant Effect Test (F Test)

A simultaneous effect test is a test conducted to test whether all variables are independent. Additional Employee Income and Motivation have a simultaneous effect

on the dependent variable, namely employee performance. If a statistically significant F value > 0.05, then HO is accepted and Ha is rejected, meaning that the independent variable simultaneously does not affect the dependent variable, and if the statistic is < 0.05, then HO is rejected, and Ha is accepted that in general the independent variables have a simultaneous effect on the dependent variable.

Table 8 . Test Results of Simultant Effect Test (F Test)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	407.536	2	203.768	24,968	,000b
	Residual	342.775	42	8.161		
	Total	750.311	44			

a. Dependent Variable: employee performance (Y)
b. Predictors: (Constant), Additional Employee Income (X1), Motivation (X2)
Source*:* data that has been processed by the author (2022)

Based on the table above, it shows that the Additional Employee Income and Motivation variables simultaneously have a significant effect on employee performance with a significant value of 0.000. This means that an independent variable simultaneously affects the dependent variable

RESULTS AND DISCUSSION
1. The Effect of Additional Employee Income on Employee Performance
Based on the results of the hypothesis test carried out on the T-test, it can be concluded that the Additional Employee Income (X1) variable has a positive effect on employee performance. The T-test results state that the Additional Employee Income variable, which has a significant value of 0.026 (less than 0.05), makes an Additional variable employee income has a significant effect on employee performance. Based on the results above, the hypothesis stated that the variable in the Additional Employee Income has a large effect on employee performance, or hypothesis 1 (H1) is accepted.

This is the same as the research of Umbeang et al. (2020) This study shows an additional effect of employee income on the performance of the public works and spatial planning department of the Talaud Islands Regency. The amount of employee income contribution is 87.34 %, and the remaining 12.66% that there is a relationship between additional employee income and employee performance so that it can affect employee performance.

2. The Effect of Motivation on Employee Performance
Based The results of the hypothesis test carried out on the t-test, it can be concluded that the motivation variable (X2) has a positive effect on employee performance. The results of the t-test indicate that the Motivation variable with a significance value of 0.031 (smaller than 0.05) makes the Additional Employee Income variable have a significant effect on employee performance. Based on the research results above, it is assumed that the additional variable of employee income has a large effect on employee performance, or Hypothesis 2 (H2) is accepted.

This is the same as Rumasukun et al. (2020) the effect of work motivation on employee performance with job satisfaction as a mediating variable, knowing the impact of work motivation on the performance of Papua Provincial Health Office employees with job satisfaction as a mediating variable. There is an influence between work

motivation and job satisfaction of Papua Provincial Health Office employees (p = 0.049 0.05). There is an influence between job satisfaction and the Papua Provincial Health Office employees (p = 0.007 0.05). There is an influence between work motivation and employee performance after mediated job satisfaction (p = 0.041 0.05).

3. The Effect of Additional Employee Income and Motivation on Employee Performance

Based on the results of the hypothesis test, it can be concluded that the additional employee income and motivation simultaneously or together affect the dependent variable, namely employee performance. Therefore, it can be concluded that the results of the hypothesis that additional employee income and motivation have a simultaneous effect on employee performance H3 is accepted.

According to Sipahutar & Hasyim (2021) their research shows that simultaneously there is a significant relationship between compensation in the form of performance allowances (X1) and motivation (X2) on employee performance (Y). While partially only payment in the form of performance allowances (X1) which has a significant relationship with employee performance

CONCLUSION

Based on the tests carried out and the results of the discussion in this study. Then it can be concluded that the additional employee income (TPP) has a positive effect on employee performance. The T-test results state that the other employee income variable has a significance value of 0.026. Motivation has a positive and significant influence on employee performance. The t-test results show that the motivation variable has a significance value of 0.031 (smaller than 0.05). Additional Employee Income and Motivation have a simultaneous effect on employee performance. It can be concluded that the results of the hypothesis state that other employee income and motivation have a simultaneous impact on employee performance. H3 is accepted

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