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## The Effect of Salary Satisfaction and Incentives on The Performance of Crew Vessel at PT. Maritim Barito Perkasa in Banjarmasin

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### Abstract

The purpose of the study was to determine and analyze the effect of salary satisfaction and incentives, partially and simultaneously, on the performance of crew vessel PT. Maritim Barito Perkasa in Banjarmasin. This study is a quantitative descriptive study using 90 respondents from crew vessels at PT. Maritim Barito Perkasa. The data analysis used is multiple linear regression analysis. The results of the study indicate that the salary satisfaction and the incentive factor has a significant effect on the performance factor of crew vessels of PT. Maritim Barito Perkasa in Banjarmasin. Simultaneously, the salary satisfaction factor and incentive satisfaction have a significant effect on the performance factor of crew vessels of PT. Maritim Barito Perkasa in Banjarmasin.

**Keywords:** *Salary Satisfaction, Incentive Satisfaction, Employee Performance*

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### INTRODUCTION

PT. Maritim Barito Perkasa (MBP) is one of the companies included in the Adaro Logistik group which is engaged in shipping by providing a modern fleet of tugboats, barges and propeller barges from the Kelanis special coal terminal to the Taboneo offshore port, the IBT terminal on South Laut Island. The decline in employee incentive achievements for companies such as PT. MBP is a problem that cannot be taken lightly. This is certainly detrimental to companies that require an increased level of employee performance than before. Based on the conditions of the decline in performance incentives that occurred, the company considers that the provision of incentives and employee salaries needs to be reviewed based on the level of need and suitability of the work handled crew vessel.

The phenomenon that occurs in the research object is that crew vessels who work at sea are different from employees on land, namely employees on land for their workplace in the office and their residence at home or a different location from the office, while employees at sea for their workplace and residence are in one location, namely in the fleet they operate with a period during the work

contract. The importance of incentives and salaries as considerations in improving employee performance is very fundamental in management policy.

Fleet performance depends on the performance of the crew vessel itself, namely if the crew vessel performs good fleet maintenance, of course the fleet performance will be good too because the fleet does not often have to be repaired and always operates to generate profits for the company and of course this also shows that the crew vessels performance is also good.

Every year, there is inconsistent target achievement, because some can achieve it and some cannot, even though all facilities and equipment are always provided so that the ship's crew can meet their maximum performance by always achieving the targets given by the company. This is also an interesting phenomenon to be studied so that the cause can be known for sure and of course, it is very useful for companies engaged in the shipping sector so that annual achievements can be achieved consistently with long-term sustainability.

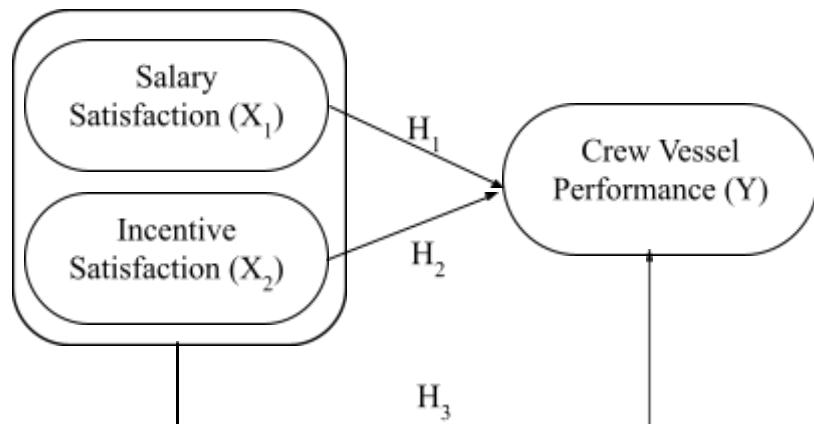
## METHOD

In this study, the dependent variable is the detection of crew vessel performance (Y). while salary satisfaction (X<sub>1</sub>), and incentive satisfaction (X<sub>2</sub>) are independent variables.

Researchers use quantitative approaches in descriptive research. Purposive sampling was used to collect the main data of this study, which were obtained through a questionnaire. The assumptions of the instrument were tested using the normality test. Methods such as multiple linear regression and descriptive statistics are often used for data analysis. This study also adopts the significance test and the coefficient of determination for hypothesis testing.

The following is the researcher's framework explained as shown below:

**Figure 1.** conceptual framework



## RESULTS

The results showed that salary satisfaction and incentive satisfaction with the partial hypothesis have a significant effect on the performance factor of crew vessels of PT. Maritim Barito Perkasa in Banjarmasin with the result values that meet the requirements, that are salary satisfaction factor (X1), has a t-value of 5.130 and a significant level of 0.000. This shows that salary satisfaction (X1) has a significant effect on the crew vessel performance factor (Y). This is based on the t-value which is greater than the t-table value ( $5.130 > 1.988$ ) and the significant value which is smaller than the significant level ( $0.000 < 0.05$ ), so that the first hypothesis (H1) is Accepted.

Also for the incentive satisfaction factor (X2) has a t-value of 5.704 and a significant level of 0.000. This indicates that the incentive satisfaction factor (X2) has a significant effect on the crew vessel performance factor (Y). This is based on the t-value which is greater than the t-table value ( $5.704 > 1.988$ ) and the significant value which is smaller than the significant level ( $0.000 < 0.05$ ), so the second hypothesis (H2) is Accepted.

For the result of simultan hypothesis has a significant effect on the performance factor of crew vessels of PT. Maritim Barito Perkasa in Banjarmasin with the result values that meet the requirements, there is the resulting Fcount value is 107.217 with a significant value of 0.000. This shows that the factors of salary satisfaction (X1) and incentive satisfaction (X2) together affect crew vessel performance (Y). This is reviewed based on the Fcount value which is greater than the Ftable value ( $107.217 > 3.101$ ), and the significant value is lower than the alpha standard (0.05), so the third hypothesis (H3) is accepted.

## DISCUSSION

### 1. *The Influence of Salary Satisfaction on Crew Vessel Performance*

The research results are in line with the theory of Lum et.all (1998:15) and empirical studies from the research of Hameed (2014), Osibanjo (2014), Almomani (2017), Idrees (2015), Nagaraju (2016), and Mamdani (2016), where the salary set by the company is one source of employee satisfaction.

### 2. *The Influence of Incentive Satisfaction on Crew Vessel Performance*

The research results are in line with Sofyandi's theory (2008:159) and empirical studies from Almomani's research (2017), and Mamdani's (2016), where incentives are salary increases awarded to an employee at a specified time in the form of a higher basic salary, usually based exclusively on individual performance.

### 3. *Managerial Implications*

Crew vessel performance improvement reviewed based on salary satisfaction needs to be considered concerning rewards, standard of living, length of service, employee education level, and class. This is the main policy standard so that new and old employees will be able to understand the amount of salary they receive. Employee performance improvement reviewed based on incentive satisfaction is by considering financial and non-financial aspects, where the policy on providing incentives will be a very effective driver for employees to improve their performance. Incentives for employees can

encourage employee work motivation to be even better. That means, giving bonuses and incentives is not only beneficial for employees, but will also benefit the company. Compensation that is given well will have several positive effects on the company.

## **CONCLUSION**

Based discussion in this research, the researcher concludes some research results as follows:

- a. The salary satisfaction factor shows a significant influence on the performance factor of crew vessel of PT. Maritim Barito Perkasa in Banjarmasin, so the first research hypothesis is accepted.
- b. The incentive satisfaction factor shows a significant influence on the performance factor of crew vessel of PT. Maritim Barito Perkasa in Banjarmasin, so the second hypothesis is accepted.
- c. The salary satisfaction factor and incentive satisfaction show a significant influence simultaneously on the performance factor of crew vessel of PT. Maritim Barito Perkasa in Banjarmasin, so the third hypothesis is accepted.

## **SUGGESTION**

1. For crew vessel of PT. Maritim Barito Perkasa in Banjarmasin, it is expected to improve their performance, namely by achieving good work result standards, achieving work completion targets, speed in completing work, completing work by minimizing company losses, the ability to complete work without supervisor supervision, and trying to maintain themselves with self-esteem and cooperation with co-workers
2. For the leaders of PT. Maritim Barito Perkasa in Banjarmasin, it is expected to provide appropriate support to crew vessel so that they can improve their performance, namely by determining salary and incentive policies that are under work rewards, employee living standards, length of service that employees have taken, education level, and employee work groups.

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