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Analysis of Wages in Improving Employee Performance at PT. Gunung Melayu - AsianAGRI

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Abstract: Employees are a very important role in the company PT Gunung Melayu - Asian Agri to increase the production that the company wants to achieve. Labor is the second most important factor of production, because it is through the services of labor that natural resources can be converted into valuable products. There are attributes that exist and are related to work. This study aims to determine wages in improving employee performance at PT Gunung Melayu Asian Agri. This research was conducted using a qualitative method with data collection methods using interviews, observation and documentation. The data sources used are primary data and secondary data. The results of this study indicate that wages can improve employee performance. Where wages, both in the form of bonuses and basic wages can improve employee performance.

Keywords: Wages, Employee Performance

INTRODUCTION

Human resources are very important in a company or in an institution, these human resources will manage, run and organize the activities of a company or institution that houses them. Every company has a human resource management section that is responsible for managing existing human resources so that they are able to have maximum capabilities and the human resources in the company have a professional attitude. The section that manages human resources has the main task of training, hiring, paying, motivating and maintaining human resources within the company.. Sunyato in (Ruhayat et al., 2022).

A company always tries to find effective ways and policies to improve quality and quantity. Competition for service companies in Indonesia is increasing rapidly, therefore PT Gunung Melayu - Asian Agri in Indonesia is committed to playing an active role in this competition (Hakim, 2019)

In general, the purpose of establishing a business unit is to obtain the maximum profit through the development and growth of the company at certain times and to maintain the prosperity of the company itself. To achieve these company goals, each company must of course be more effective in carrying out company activities and increasing the effectiveness of the workforce in the company. In achieving the company's goals, the company develops an

effective strategy to be realized properly so that the objectives are achieved. The company PT Gunung Melayu - Asian Agri also always tries to find effective ways and policies to be able to improve the quality and quantity of employee performance. Human resources are a very important factor in the management of the company PT Gunung Melayu - Asian Agri. This is needed so that the company can manage its organization optimally so that it can support the achievement of company goals.

Because the achievement of the company's performance goals of PT Gunung Melayu-Asian Agri does not only depend on modern equipment, complete facilities and infrastructure, but it depends more on the people who carry out the work. The success of an organization is greatly influenced by the performance of its individual employees. However, performance improvement is not only done when work performance is not as expected. Performance improvement must also be carried out even though a person, team or organization has been able to achieve the expected work performance because the organization, team or individual in the future can set higher quantitative targets or with higher quality (Silaen et al., 2021)

With this approach, it can open opportunities for organizations, teams, and individuals to develop themselves and improve their performance. Performance improvement is carried out by involving all human resources in the organization and includes improving the entire performance management process (Silaen et al., 2021)

In this case, work discipline also affects employee performance to achieve company goals, good discipline can make employees feel responsible. Responsibility for the tasks assigned to him. Currently, employee discipline at PT Gunung Melayu Asian Agri is considered not to meet the company's wishes. For this reason, company leaders need to supervise every behavior and action taken by all employees while working. Discipline is a person's awareness and willingness to obey all company, agency or organization rules and applicable social norms. So, work motivation as a work motivation in improving company performance to achieve the desired goals (Jufrizen, 2021).

Employee performance is a major issue in the company PT Gunung Melayu - Asian Agri. Satisfactory performance of employees does not happen by itself and instantly but requires continuous evaluation. Employee performance is the result or achievement of employee work which is assessed in terms of quality and quantity based on work standards determined by the organization (Alfarani, 2023). Employees are a very important role in a company to increase the production that the company PT Gunung Melayu Asian Agri wants to achieve. The results or good employee performance will have an impact on achieving organizational goals. Employees are a very important element of human resources for the company. The performance achieved by employees contributes to the overall success of the company PT Gunung Melayu - Asian Agri. If the company has quality human resources, the performance achieved by the company will also increase. In its implementation, the company PT Gunung Melayu Asian Agri requires information about employee performance (Daulay et al., 2019).

Labor will be able to work well if there is a motivating factor given by the company to him as compensation for his performance to meet his needs, which is also called wages in the company. Wages as an indicator of labor productivity are often used, while indicators of the quality of human resources such as spirituality are minimum needs. Wages are also likened to production output describing a person's productivity, while minimum physical needs are the minimum input that must be met by a person in order to have good quality and ultimately be able to provide maximum performance.

According to the National Wage Research Council, wages are a receipt as a reward from the employer to the recipient of the work for a job or service that has been and will be performed, serves as a guarantee of survival that is worthy of humanity and production, is

expressed or valued in the form of money determined according to an agreement, laws and regulations and is paid on the basis of a work agreement between the employer and the recipient of the work. Samsudin explains that wages are expressed or valued in the form of wages determined according to an agreement, laws and regulations, and are paid on the basis of a work agreement between the employer and the recipient of the work. Thus it can be stated that in this regard there are wages and wages that are in accordance with eligibility standards.

Research conducted (Rifai & Humaidi, 2021) with the results of research that wages play an important role in influencing employee performance in a company to work hard and hard. Wages are directly proportional to performance, if the wages given are high, employee performance will also increase, and vice versa. The application of wages at PT Linggarjati Mahardika Mulia is very instrumental in improving the performance of its employees. From several wage systems implemented, it can be concluded that the wage system can increase employee motivation, increase productivity, and can improve employee performance. So that way, the employees of PT Linggarjati Mahardika Mulia can achieve the goals set by the company (Civilization et al., 2021).

Research conducted by Gardner dan Milkovich (2021) states that the level of salary will affect self esteem and will ultimately affect employee performance. Thus it can be said to be an influencing variable between the wage system and performance. According to Gupta and Shaw, the higher the salary level, the more performance will increase. Rynes and Gerhart state that there are various factors that influence employee behavior, such as employee character, compensation or salary level, employee competence, self esteem, employee needs or attachment to the organization. The Role of Wages in Improving Performance Gerhart and Milkovich state that in the compensation literature, there is strong evidence that individual incentives, salary levels and bonuses will make better performance for employees.

Research conducted by (Nazli et al., 2022) states that Direct Financial Compensation (Basic Salary, Position Allowance, Meal Allowance, Transport Allowance, Intensive, Overtime, and Bonus) Indirect Financial Compensation (BPJS Employment, BPJS Health, and BPJS Pension Program). compensation is a very important reference for companies to be able to improve worker performance. However, compensation is not always the reason for reduced worker performance, there could be several factors outside the compensation itself.

One of the means to improve employee performance in creating good quality work is wages or salaries. Wages are an essential and dominant factor that allows a person to want to work for the benefit of an organization or company. Wages are a receipt as a reward or reward from the employer to the recipient of a job or service that has existed and serves as a guarantee of survival and a decent life for humanity and a production activity. Insufficient wages are often the reason employees do less than optimal work or even resign (resign) because the workload is too heavy and does not match the wages earned. Therefore, the application of wages that are appropriate and in accordance with the workload is the main value of company production. Wages and other compensation obtained by employees in order to drive the quality of performance received by the organization, with the achievement of production targets can be met (Rifai & Humaidi, 2021)

PT Gunung Melayu - Asian Agri has experienced rapid development to date, both in terms of increasing the number of employees and increasing the amount of production. However, PT Gunung Melayu - Asian Agri still has several problems that need attention. At PT Gunung Melayu - Asian Agri, the performance of its employees can be said to be not as optimal as possible in increasing enthusiasm at work. According to the Assistant of Afdeling 1, his workers do not have time discipline or attendance rates and lack of awareness at work. And the problems that occur with the employees where if the employees are good then the business is good. in increasing productivity is also good. The problem that occurs if in

increasing production costs on employee performance where if many employees do not work, there will be a decrease in income so that it does not match the target or achievement of the company.

According to Afdeling 1 employees, the importance of motivation and work environment are the main predictors in shaping job satisfaction. PT Gunung Melayu - Asian Agri is making efforts to improve an assessment so that if there is motivation in employees to carry out work tasks and a work environment that supports each other which has an effect on increasing job satisfaction. The work environment and wages greatly affect employee job satisfaction. Employee job satisfaction that grows in their current job can result in increased employee performance.

To ensure the achievement of company goals and objectives by all employees, an assessment of employee performance is needed. Employee performance appraisal is intended to determine the level of achievement of employee work targets in the context of achieving company goals and objectives. The results show that Afdeling 1 PT Gunung Melayu Asian Agri strives so important in increasing efforts in obtaining work days with the wages obtained. This research will be analyzed with the theory of several experts. The factors that affect employee performance according to experts are: (1) (Yulitiawati and Rusmidarti 2021), effectiveness is a measure of the success or failure of an organization in achieving its goals; (2) Efficiency according to Syams (2020) is a measure of the success of an activity that is assessed based on the amount of resources used to achieve the desired results. (3) According to Hans Kelsen (2020) in his theory of responsibility states that legally a certain act or that he bears legal responsibility, the subject means that the responsibility for a sanction in the event of a contrary act. (4) According to Ahmad Gunawan (2020) discipline is compliance with the rules or orders set by the company. (5) Sinaga (2020: 14) states that performance is the result of a person's job function or activities in an organization that is influenced by various factors to achieve organizational goals within a certain period of time.

LITERATURE REVIEW

Employee Performance

Employee performance is the result of work obtained by employees in quality and quantity achieved by employees. Employee performance is generally a benchmark used by companies in assessing their employees (Widjaja, 2021). It is important for companies to know the performance of their employees in each period so that information on the results obtained, both the quality and quantity of output and outcome of each employee is known (Daulay et al., 2019). Employee performance is the result of employee work in achieving the implementation of an activity program to realize the goals, objectives, vision and mission of the organization. It takes many factors that employees need to contribute to the organization to attract and retain high-performing employees (Saleha et al., 2023). Performance is generally defined as a person's success in carrying out a job. Employee performance is the result of work that a person achieves in carry out the tasks assigned to him. Employee performance includes the quality and quantity of output and reliability at work (Sarianah et al., 2022).

Islam encourages its followers to select prospective workers based on their knowledge, experience and technical abilities. This is in accordance with the word of Allah in Al-Qashash 26:

قَالَتْ إِحْدَاهُمَا يَا أَبَتِ اسْتَأْجِرْهُ إِنَّ خَيْرَ مَنِ اسْتَأْجَرْتَ الْقَوِيُّ الْأَمِينُ

Meaning: One of the two women said: "My father, take him to work for us, for the best person you can take to work for you is one who is strong and trustworthy" (Al- Qashash: 26).

The verse above explains that employees who are hired are strong employees. At the time of the prophet the employees recruited were for warlords, the strength here means recruiting strong people to fight, having a tough physique so that they can carry out their duties as warlords well. Meanwhile, strong at this time is defined as a person who has a physically and mentally healthy body, because with a strong physique employees can carry out their duties well, so that they can be held accountable (Niland et al., 2020).

Employees are a very important element of human resources for the company PT Gunung Melayu Asian Agri. The performance achieved by employees contributes to the overall success of the company. If the company has quality human resources, the performance achieved by the company will also increase. In its implementation, the company PT Gunung Melayu Asian Agri requires information about employee performance. This information is useful for several purposes, for example to increase salaries, promotion needs, mutations or to control deviations that may occur (Daulay et al., 2019)

Performance is an achievement of the success or failure of the company's organizational goals that have been set. Information about organizational performance is a very important thing that is used to evaluate whether the performance process carried out by the organization so far has been in line with the expected goals or not (Saleha et al., 2023). According to Assistant, performance is as a result of work related to organizational goals such as: quality, efficiency and other work effectiveness criteria. The success or failure of an organization is related to employee performance, the achievement of performance in the organization is a factor that must be considered in order to realize the company to achieve the set goals (Faisal Akbar, 2023).

Performance appraisal is a structured and formal system for measuring, evaluating and influencing attributes that can be related to work, behavior, and employee outcomes, as well as absenteeism rates, to determine the level of productivity and effectiveness of employees in carrying out future work so that it is beneficial for employees, organizations, and society (Adani & Siharis, 2022).

Performance Objectives

In general, the goal is to create a culture of individuals (employees) and groups (work units) to assume responsibility for continuous improvement of work processes and capabilities (Bechtryanto, 2022). And specifically the objectives can be described as follows:

- 1) Obtain continuous work improvement.
- 2) Encourage more performance-oriented change.
- 3) Increase employee motivation and commitment.
- 4) Encourage employees to develop their abilities, increase job satisfaction, and utilize their personal potential for the organization (company).

Elements of performance appraisal

The elements used in employee performance research are as follows:

- a. Achievements
Achievement of work both quality and quantity that employees can produce
- b. Discipline
Assessment of discipline in complying with existing regulations and doing work according to the instructions given to him.
- c. Creativity
Assessment of employees' ability to develop creativity to adjust their work so that they can work more efficiently and successfully.
- d. Cooperate
Assessment of employees' willingness to participate and cooperate with other employees

vertically and horizontally within and outside so that work is better.

e. Proficiency

Assessment in bringing together and harmonizing the various elements involved in policy-making and in management situations.

f. Responsibility

Assessment of employee willingness to take responsibility for policies. Work and the results of its work the facilities and infrastructure used and the behavior of its work. (Niland et al., 2020)

Work Discipline

Work discipline is the ability and attitude in controlling oneself to obey a regulation that has been given by the company in order to achieve goals. Without good discipline, it is difficult for company organizations to achieve optimal results (Jufrizen, 2021)

Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as an effort to increase a person's awareness and willingness to comply with all company regulations and applicable social norms (Pranitasari & Khotimah, 2021). High work discipline is a very important process developed at PT Gunung Melayu Asain Agri Company so that continuous learning can be formed by leaders in a company using the principles of consistency, fairness, positive attitude and openness.

There are 7 indicators of discipline, among others: The goals and capabilities to be achieved should be clear and ideally set and challenging enough for the employee's abilities.

1. The example of the leader is used as an example and role model by his subordinates.
2. Merit pay will give employees satisfaction and love for their company/job.
3. Justice which is used as the basis for wisdom in providing rewards (recognition) or punishment will stimulate the creation of good employee discipline.
4. Waskat (inherent supervision) means that superiors must actively and directly supervise the behavior, morale, attitude, work passion, and work performance of their subordinates.
5. Punishment sanctions The severity of the punishment that will be applied also affects the good/bad employee discipline.
6. Human relations, both vertical and horizontal, consisting of direct single relationships, direct group relationships, and cross relationships, should be harmonious (Farisi & Lesmana, 2021).

Definition of Wages

Wages are the main component in the labor system that applies to a business entity. The wage system, both the delivery mechanism and the value of the wage amount, requires very intense attention because it will have an impact on the entire work system in the business entity (Aguayo Torrez, 2021). In general, wages are payments received by workers while they are doing work or are seen to be doing work. Wages in economics are the price to be paid to laborers for their services in the production of wealth, like other factors of production, labor is rewarded for their services (Nazli et al., 2022).

Based on Law number 13 of 2003 article 1 number 30, wages are the rights of workers / laborers who are received and expressed in the form of money as compensation from employers or employers to workers / laborers who are determined and paid according to a work agreement, agreement, or laws and regulations, including benefits for workers or laborers and their families for a job and / or services that have been or will be performed (Qurrata and Ramadhani, 2021). Wages play an important role in employment. The wage level has an influence on labor absorption where, if the wage level increases, it can reduce the workforce and vice versa, if the wage decreases, it will cause the workforce to be hired to

increase (Prayogo & Indira Hasmarini, 2022).

Wages are an important element in increasing employee motivation, because it is a tool to meet the various needs of employees / workers. Likewise, health insurance, this program for employees / workers is also inseparable from the overall welfare problem. Thus, the organization / company must plan its wage system for employees appropriately, in the sense of having justice in accordance with the duties, responsibilities, and level of effort involved in the job, as well as an adequate security and health system (Niland et al., 2020).

Wage Giving System

The wage system in a country is usually based on the philosophy or theory adopted by that country. The wage system in Indonesia is generally based on three wage functions, namely:

1. Ensure a decent life for workers and their families,
2. Reflects the reward for one's work and
3. Provide incentives to encourage increased work productivity In general, namely wages by time, wages by results, and premium wages.

Wage Determination Procedure

Related to the discussion of the process of determining this wage, the following is the opinion of experts in the field of Human Resource Management. Rivai (2023) suggests the following: "One very important aspect in determining wages is the amount of wages received by employees must have internal equity and external equity. Internal equity is the amount earned or perceived in accordance with the input provided compared to the same job in the company. External equity is the amount received perceived in accordance with the amount received compared to that received in similar jobs outside the organization. Therefore, to strive for equity, wage determination by the company can be pursued in the following ways:

- a. analyzing positions/tasks
- b. evaluating the position
- c. conduct a wage survey
- d. determine the wage rate.

It is argued that after human resource needs have been considered and planned, the next step is to analyze and classify jobs before funds are allocated for them. Job analysis is the process of collecting information about a job performed by an employee/worker, which is carried out by observing or conducting interviews with employees, with the correct evidence.

METHODS

Qualitative research is research that deals with the perceptions, and opinions of the people, institutions or companies being studied. The subjects of this research are Afdeling 1 assistants and employees of PT Gunung Melayu - Asian Agri Kebun batu Anam Village. The data sources used are primary data and secondary data. The data analysis technique used is descriptive method. Descriptive analysis is a research data analysis method used to explain data, collect data, and analyze data from the object under study and then draw conclusions from the results of the research conducted. Data collection techniques are an important factor in research, for this reason certain techniques are needed in data collection, data collection techniques used in this study are interviews, observation, documentation

RESULTS AND DISCUSSION

Wages in Improving Employee Performance at PT Gunung Melayu- Asian Agri

The performance of each employee of PT Gunung Melayu- Asian Agri is always monitored by the company, so that each employee cannot work at will. The supervision

carried out by the company is very strict with the aim that employees can always achieve the targets given by the company. Every employee at PT Gunung Melayu- Asian Agri has an income target given by the company to each employee, be it a monthly target or a yearly target. If the target is achieved by the employee, of course, the company will give a bonus to employees who have reached the target and if the target is not achieved, employees who do not reach the target may get a basic wage without additional bonuses.

Each employee is responsible for supervising a specific area every day. They must find the area themselves and make sure it matches the number of areas assigned, as well as where it is located. Even if the area to be supervised has uneven ground, employees are still expected to perform their duties well. This is what usually puts pressure on each employee of PT Gunung Melayu- Asian Agri, so that they sometimes cannot reach their targets for wages earned per month and even bonuses per year. A job has certain requirements to be carried out in achieving goals which are also known as job standards. Performance improvement is something that is desired both from the employer and the workers. Employers want their employees' performance to be good for the benefit of increasing work results and company profits.

On the other hand, employees have an interest in self-development. Performance management system is a process to identify, measure, and evaluate employee performance in the company. Companies need to implement a good performance management system so that employees feel fair and comfortable in carrying out their work. Therefore, it is necessary to assess employee performance, which in practice is common in every company, is a past-oriented performance appraisal, an assessment by controlling behavior by using it as an instrument to provide rewards, punishments and threats, if it continues like this, the company will feel constrained and feel limited in their rights to do their work properly and optimally. Making decisions about employee wages, if there is no assessment of certain achievements or skills that can underlie the reasons for increasing wages or receiving bonuses then how will an employee improve the good performance of the work they do. good performance improvement and maximum work results an employee does not even get a wage increase or even a bonus, this will weaken the spirit of performance or even resign.

One of the ways that PT Gunung Melayu- Asian Agri assesses employee performance is through monthly and annual performance evaluation to monitor whether there is an increase in performance between employees with one another. An employee is said to have improved performance is by his success in carrying out or achieving his work targets. If that happens then of course the company will give appreciation in the form of a bonus (reward), as a form of encouragement that is easily implemented for employees. But if the success rate of an employee is far from the target given then he will not get a bonus only get the basics, this is done so that there is a strong sense of discipline and a high sense of responsibility to create a good personality for employees. Furthermore, with a basic evaluation of good performance improvement and supported by other evaluations such as attendance lists and good behavior, a person will also get good loyalty from the company such as giving cash bonuses, or promotions. Then thus automatically the employees of PT Gunung Melayu-Asian Agri will be even more enthusiastic in providing high work loyalty to the company. The following is the data from the author's interview with the Assistant (Afdeling I), where there is HKE data.

Table 1. DATA HKE (effective working days) Kebun Batu Anam (AFD 1) PT Gunung Melayu Asian Agri

Year	HKE (effective workingdays)	%(percent)
2018	5.273	75,7
2019	5.583	76,8

2020	6.183	77,1
2021	5.864	76,5
2022	9.346	77,3

Source: PT Gunung Melayu Asian Agri Kebun Batu Anam (AFD 1)

Thus there is a difference in the calculation of the percent of HKE obtained by the company PT Gunung Melayu-Asian Agri. Where the company has targeted the results of effective working days around 77%. So as for the explanation of a target of effective working days according to the percent obtained each year according to the table.

1. First, effective working days in 2018 with 75.7% where the target set by the company is 77.5% because in 2018 there were many employees who were absent by 5.3% and paid holidays by 19.0%.
2. Second, effective working days in 2019 with 78.7% where the target set by the company is 77.81% because in 2019 there were many employees who were absent by 5.5% and paid holidays by 17.7%.
3. Third, effective working days in 2020 with 77.1% where the target set by the company is 78.14% because in 2020 there were many employees who were absent by 4.9% and paid holidays by 18.0%.
4. Fourth, effective working days in 2021 with 76.5% where the target set by the company is 77.97% because in 2021 there are many employees who are absent by 5.9% and paid holidays by 17.6%.
5. Fifth, effective working days in 2022 with 77.3% where the target set by the company is 77.84% because in 2022 there are many employees who are absent at 5.0% and paid holidays at 17.6%.

In the world of work, wages are closely related to the performance of a person in a company. Performance is basically something that is individual, because each employee has a different level of ability in carrying out their duties, and by improving performance it also means improving the quality and standards of the company. When employee performance increases, this will lead to organizational effectiveness. The high level of individual performance in an organization shows that what is done by the individual is in accordance with what has been programmed. From the results of interviews that researchers have conducted with one of the Assistant Afdeling 1 PT Gunung Melayu - Asian Agri, namely regarding the application of the wage system, this is conveyed in the following interview excerpt:

The role of wages is very influential, because every wage system given to employees certainly has its own advantages and disadvantages for employees. As in the time wage system, the advantage is that an employee can calculate for themselves how much wages they will receive. While the weakness of the wage system is that it does not encourage employees or workers to improve performance because there is no difference in the amount of wages received by diligent employees and employees who are not diligent.

When viewed from the wage system applied at PT Gunung Melayu - Asian Agri, the wage system provides its own role in improving employee performance. As in the time unit wage system, in the application of this wage system the amount of employee wages is measured by how long they work. With the time unit wage system, the calculation process is easy and precise and the amount of wages received can be calculated with certainty. The system can help improve performance, because employees become disciplined in coming to work. Because if they do not come to work, the amount of wages will be reduced according to their absence from work. The wage system with a unit of time also has a negative impact, because there is no difference between diligent and lazy employees so there is no encouragement for employees to work better.

And this will affect employee performance, as conveyed by the following Assistant Afdeling 1: "Although the wages they receive are in accordance with the results they get or what they have done, if the wages given are in accordance with the workload then it will also affect the motivation of employees so that their productivity will also increase."

From the interview excerpts above, it can be said that wages are important in influencing employee performance. Assistant (Afdeling 1) also stated the role of wages in improving employee performance in the following interview: "because the implementation of several wage systems at PT Gunung Melayu - Asian Agri is very important in improving employee performance. The wage system plays an important role in terms of increasing employee productivity. High productivity can increase punctuality at work so that the results and quality of the company's production will also increase".

When viewed from some of the results of the interview excerpts above, it can be concluded that the application of wages plays a very important role in improving employee performance, because the application of the appropriate wage system in parts of the production process will provide different results with the results that will be obtained. So that with the application of the appropriate wage system, it will be able to affect the productivity and timeliness carried out by an employee to get maximum results in accordance with the targets set at PT Gunung Melayu - Asian Agri.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of the research that has been stated, it can be concluded that wages can improve employee performance. Where wages, both in the form of bonuses and basic wages can improve employee performance. The company PT Gunung Melayu-Asian Agri has a strict performance evaluation system to ensure employees achieve the set targets. Employees who successfully achieve the target will usually be rewarded with a bonus, while those who do not achieve the target may only get basic wages. Wages play an important role in influencing employee performance in a company to work hard and enterprising. Wages are directly proportional to performance, if the wages given are high then employee performance will also increase, and vice versa. The application of wages at PT Gunung Melayu-Asian Agri is very instrumental in improving the performance of its employees.

Advice

The author hopes that PT Gunung Melayu - Asian Agri will place more emphasis on the appreciation given to employees, especially in appreciating the achievements obtained by employees. This is because it can increase the enthusiasm and productivity of employees so that they can maintain their performance. This can benefit the company because it can increase the quality of performance results from employees.

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