DOES INCENTIVES AND SUPERVISION HAVE IMPACT ON PERFORMANCE EMPLOYEES? FOR SOUTH LAMPUNG REGENCY TRANSPORTATION SERVICE

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ABSTRACT

The purpose of this study was to find out whether there is an influence of incentives and leadership supervision on employee performance at the South Lampung Regency Transportation Service. This study uses qualitative analysis methods and uses explanatory research types. The population in this study were all employees of the South Lampung Regency Transportation Service and the sample used was 51 people and then analyzed descriptively and inferentially. The results showed that incentives had a positive and significant effect on employee performance. Furthermore, leadership supervision also had a positive and significant effect on employee performance and the hypothesis test showed that incentives and leadership supervision had a positive and significant effect on performance. Based on the conclusions, there are results obtained in this study, including, on the incentive variable, the incentive component that gets the lowest score is "Currently, the provision of incentives is very proportional based on fairness and feasibility". Thus the leadership can coordinate with the employee's direct supervisor to obtain information in determining the amount of incentives given to employees who are truly in accordance with their responsibilities and workload so that the sense of fairness and feasibility of giving awards in the form of incentives is really well implemented.

Keywords: *Incentives, Leader Supervision, Performanc Employees.*

Introduction

In an effort to improve employee performance, an organization must take various ways to ensure the resources willing to carry out their work properly and responsibly have high dedication to their organization. One of the measures taken is to provide incentives to employees in order to improve employee performance which in turn can achieve organizational goals (Barusman, 2014).

In order to maintain or even improve the quality of the work results in question, one of the things that must be taken into consideration is offering incentives to employees to stimulate them to improve performance (Stollberger *et al.,* 2019). This is true both when employee performance levels start to decline and when it is stable. Moreover, supervision is an element that is also important in organizational management as it is a driving force for subordinates to act in accordance with what has been planned according to applicable regulations.

To be able to improve employee performance, various things must be given attention by the Regional Government, such as improving earnings, incentives, welfare, leader supervision, and the need to impose strict sanctions when committing violations. Leaders participate in improving employee performance; Leaders must be

able to mobilize and direct employees as leaders are responsible for the success and failure of employees (Andriani *et al.,* 2018). Employee performance will naturally be satisfactory if the company carries out supervision properly in accordance with predefined rules and is carried out in accordance with the predetermined responsibilities and authorities. The performance of employees at the South Lampung Regency Transportation Office is shown in the recapitulation of the attendance list for 2021 below:

Table 1. The Recapitulation of the South Lampung Regency Transportation Office attendance list for 2021

No	Month	Work Day	Employees	Attendance				Attendance (%)
				Sick	Leave	Alpa	Total	
1	January	21	105	2	4	1	7	6,66
2	February	19	105	2	3	2	7	6,66
3	March	22	105	2	-	2	4	3,89
4	April	21	105	2	5	4	11	10,47
5	May	22	105	4	3	2	9	8,57
6	June	21	105	1	2	4	7	6,66
7	July	19	105	1	-	3	4	3,89
8	Agust	20	105	3	3	4	10	9,52
9	September	21	105	1	4	2	7	6,66
10	October	21	105	1	2	3	6	5,71
11	November	21	105	1	4	5	9	8,57
12	December	21	105	-	1	5	6	5,71

Source: secondary data, 2021

The recapitulation of employee absences above shows an unsatisfactory situation. From the data collected, every month there are employees who do not come to work for various reasons, ranging from illness, leave, and off-duty without information (*alpha*) with the number of employee absences between 4 to 11 days each month. In quantity, the number of employee absences in one month is relatively high, reaching 10.47%, amounting to 11 people out of 105 total employees. This situation will greatly affect the tasks that must be completed, especially for employees assigned tasks by superiors. And this will greatly affect the performance of the organization as a whole.

The South Lampung Regency Transportation Office unquestionably needs equipment with a strong work ethic as it implements government affairs, provides public services in the transportation sector, and serves the general public. In order to improve employee performance properly, various things must receive attention from the local government, such as improving earnings, incentives, welfare, leader supervision, and evaluation of the completion of assigned tasks.

The South Lampung Regency Transportation Office consists of several Technical Divisions, namely the Traffic Division, the Infrastructure, and Safety Division, and the Transportation Division. The entire Main Tasks and Functions carried out by the technical field are arranged and determined for the purpose of achieving the goals of the organization as stated in the *Strategic Planning Document Regency Transportation Office South Lampung 2021-2026* which states that "Realizing Excellent Services in the Transportation Sector that is safe, comfortable, and safe" and in order to defend the achievement of the Main Performance Indicators (IKU) of the South Lampung Regency Transportation Office that has been determined, namely "Decreasing the Number of Transportation Accidents".

Table 2. Performance Achievement of South Lampung Regency Transportation Office based on Echelon 2 Performance Agreement in 2021

Target	Indicator	Target 2021	Realization 2021

Improvement in Security, Comfort, and Safety of Transportation.	Reduction in transportation incidents	230 incidents	249 incidents

Source: secondary data, 2021

The data above shows that the number of transportation accidents in South Lampung Regency is higher than the set target. This means that the performance of the South Lampung Regency Transportation Office is still considered less than optimal.

In carrying out their duties, employees of the South Lampung Regency Transportation Office have been given incentives in the form of honorariums for the activity implementation committee teams such as the Traffic Control, Security, and Regulation Team Incentives, on routine security at locations prone to accidents and congestion as well as traffic security on national and religious holidays, in the Traffic Division, Public Street Lighting Task Force (*PJU*) Team Incentives in the Infrastructure and Safety Division, and Free School Bus Service Operator and Free Pelra Boat Services Team Incentives in the Transportation Division. However, the number of incentives received is still considered not proportional to the risk of carrying out tasks and operational costs that must be incurred by officers when completing the duties given. As an illustration, the quantity of incentives for the PJU Task Force Team is not in accordance with the expertise owned. The risks of the work undertaken and the irregular work time or the number of incentives received by traffic security officers in activities undertaken in locations that are quite far away are not in accordance with the transportation costs of officers that must be incurred. This ultimately results in employee performance tending to decline.

Literature Review

a. Leadership Incentives

According to Fatokun *et al.,* (2010), leadership is about listening to people, encouraging and supporting them, and including them in decision-making and problem-solving processes. It is about forming a team and honing their decision-making abilities. Leadership, in general occurs in a hierarchical structure and is typically shown as a triangle with the greatest authority at the top and authority flowing downhill to all other portions of the triangle (Pradhan and Jena, 2016). Incentives in Araffat *et al.,* (2020), largely impact leadership behavior and actions. When a speedy change in behavior is required, an incentive is the most successful method. Incentives should be considered secondary to motivators for sustainability since they focus on more immediate results. Leadership incentives are rewards or motivations that encourage leaders to perform their duties effectively and efficiently

These incentives can be in the form of monetary or non-monetary rewards, recognition, and career advancement opportunities (Ilyana and Sholihin, 2021). Monetary incentives include bonuses, stock options, and other financial rewards that are given to leaders based on their performance. Non-monetary incentives may include opportunities for professional development, public recognition for achievements, and greater responsibility and authority within the organization. Incentives can be used to motivate leaders to achieve specific goals or to encourage them to adopt specific behaviors or attitudes (Rajapaksa *et al.,* 2019). For example, a company may offer a bonus to a leader who successfully leads a team to achieve a particular sales target or to encourage them to prioritize ethical behaviour. Effective leadership incentives should be aligned with the goals and values of the organization and should be designed to motivate leaders to achieve long-term success rather than short-term gains. Additionally, incentives should be tailored to the individual needs and motivations of each leader to be most effective (Zhang et al. 2015).

b. Supervision

Supervision management is the act of supervising teams of personnel and directing everyday company activities. Barusman and Mihdar (2014), also supports this by stating that job satisfaction is a general attitude and satisfaction with five aspects as a special work: wages, job itself, promotion opportunities, supervision and partners. A supervisor or manager serves as the link between the company's employees and the executive team. Managers conduct interviews, issue productivity quotas, track staff growth, and assist create corporate and employee goals. A good manager may boost employee confidence in their job while also improving communication between employees and senior management (Elqadri, Suci, and Chandra 2015).

Supervision refers to the process of overseeing and guiding the work of others to ensure that they are performing their duties effectively and efficiently. In the context of work or academic settings, supervision is often provided by a more experienced or knowledgeable individual, such as a manager or a teacher, to those who are new to the job or the field (Shen and Khaligh, 2015). Effective supervision involves clear communication, setting goals and expectations, providing feedback and support, and addressing any performance issues that may arise (Okoye *et al.,* 2016).

c. *Employee Performance*

Employee performance is measured by how successfully they do their responsibilities and commitments at work and meet or surpass their employer's expectations (Iqbal N 2021). It is usually measured based on key performance indicators (KPIs) that are established by the employer and evaluated through regular performance reviews. Effective employee performance management involves setting clear performance expectations, providing feedback and coaching, and establishing rewards and consequences based on the employee's performance. This process can help identify areas where employees are excelling and areas where they may need improvement, and can be used to develop plans for employee development and career progression. Factors that can influence employee performance include job satisfaction, motivation, skills and abilities, work environment, and leadership. Employers can work to improve employee performance by offering training and development opportunities, recognizing and rewarding good performance, and creating a positive and supportive work culture (Paais and Pattiruhu, 2020).

Employee performance refers to how a staff worker performs the responsibilities of their position, completes necessary tasks, and acts in the workplace (Elqadri et al. 2015). Work productivity is measured in terms of its quality, quantity, and efficiency. Several criteria are utilized in performance reviews, however Campbell et al. advise that research should focus on the dimensions individually because shared factors are probably not the best ones to use when evaluating employee performance (Zhang et al. 2015).
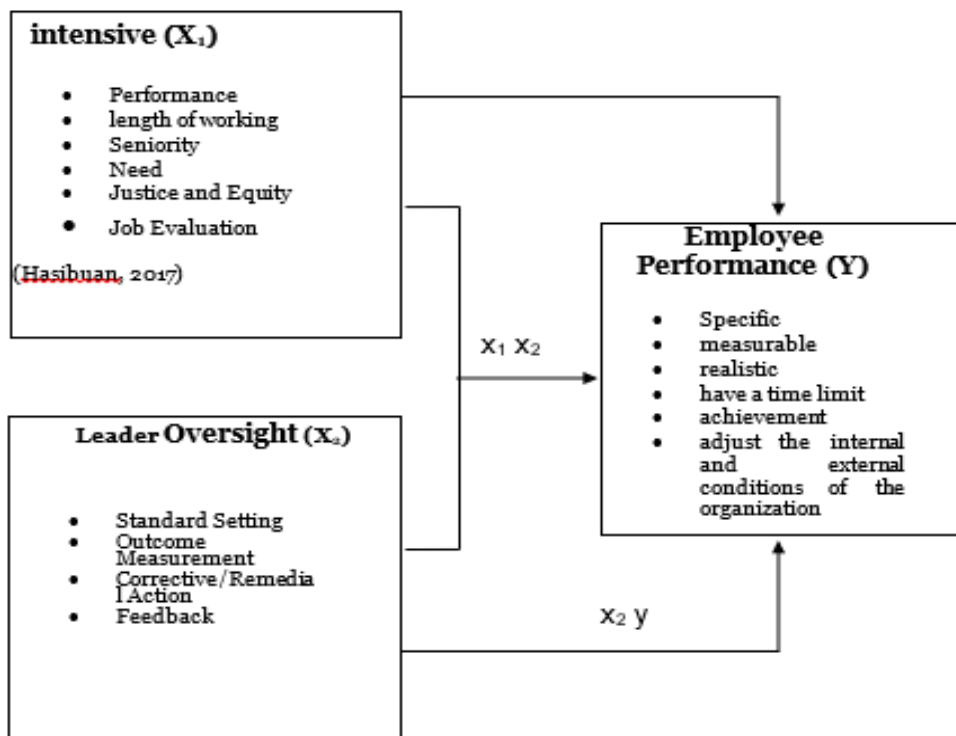
Framework

Figure 1. Framework for the Influence of Incentives and Leader Supervision on Employees' Performance

Methodology

The research conducted is explanatory research, namely research that seeks to explain the relationship between one variable and another (Sugiyono 2012), with descriptive and inferential research approach methods. The research instrument used to collect data for this research is by distributing questionnaires to employees. The research instrument used to collect research data was by distributing questionnaires to employees so that primary and secondary data were obtained. The questionnaire questions were made in the form of multiple choices where each question item consisted of five alternative answers. Then, the respondents' answers were scored using the *Likert Scale* system (Sugiyono 2016). Table 3 below is the result of calculating the determination of the sample:

Table 3. Determination of Research Sample

No	Section/Field	Population	Sample
1	Sekretariat	17	(17/105) x 51 = 8
2	Bidang Lalulintas	52	(52/105) x 51 = 25
3	Bidang Angkutan	14	(14/105) x 51 = 7
4	Bidang Sarana Prasarana dan Keselamatan	22	(22/105) x 51 = 11
	Total	**105**	**51**

Source: documentary file, 2022

Based on the table above, it is known that the population in this study were all employees at the South Lampung Regency Transportation Service, totaling 105 people, which then obtained 51 people who would become respondents. Then, the descriptive analysis is carried out by analyzing a single table or partially describing the criteria for each independent variable. In this study, the independent variables are Incentives (X_1) and Leader Supervision (X_2) while the dependent variable is Employee Performance (Y) and the "Statistical Package for Social Sciences (SPSS)" version 26.0 application is utilized to analyze the data using multiple linear regression analysis approaches, Coefficient of Correlation (*Pearson Product Moment*), Coefficient of Determination and the hypothesis test.

Result and Discussion

Descriptive Analysis

a. Respondents' Statements on Incentives (X₁)

Table 4. Percentage of Research Results Based on Incentive Indicator

No	Indicators	Target Score	Maximum Score	%	Category
1	Performance	419	510	82,15%	Good
2	Length of Service	400	510	78,43%	Good
3	Seniority	402	510	78,82%	Good
4	Needs	398	510	78,03%	Good
5	Fairness and Eligibility	399	510	78,23%	Good
6	Position Evaluation	395	510	77,45%	Good
	Total	**2.413**	**3.060**	**78,85%**	**Good**

Source: Processed primary data, 2022

Of the 6 indicators in the Incentive variable, it shows that all indicators in the Incentive category are in the "Good" category.

b. Respondents' Statements on Leader Supervision (X2)

Table 5. Percentage of Research Results Based on Leader Supervision Indicator

No	Indicator	Target Score	Maximum Score	%	Category
1	Standardization	612	765	80,00%	Effective
2	Result Evaluation	406	510	79,60%	Effective
3	Corrective Action	603	765	78,82%	Effective
4	Feedback	811	1.020	79,50%	Effective
	Total	**2.432**	**3.060**	**79,47%**	**Effective**

Source: Processed primary data, 2022

Based on the table above, can be described that of the 4 indicators of Leader Supervision according to all respondents in the "effective" category.

c. Respondents' Statements on Performance (Y)

Table 6. Percentage of Research Results Based on Performance Indicator

No	Indicators	Target Score	Maximum Score	%	Category
1	Specific	412	510	80,78%	High
2	Measurable	569	765	74,37%	High
3	Realistic	575	765	75,16%	High
4	Has time limits and achievements	379	510	74,31%	High
5	Customized for the organization's internal and external conditions	392	510	76,86%	High
	Total	**2.327**	**3.060**	**76,04%**	**High**

Source: Processed primary data, 2022

Based on the table above, it can be explained that of the 5 indicators according to all respondents in the "high" category.

Inferential Analysis

a. Multiple Linear Regression

To predict how far the change in the value of the dependent variable is on the value of the independent variable, multiple linear regression results are obtained as shown in the table below:

Table 7. Coefficients

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.182	8.222		1.117	.270
	Incentive (X1)	.456	.157	.385	2.900	.006
	Leader Supervision (X2)	.312	.159	.260	1.962	.056

a. Dependent Variable: Performance

Source: Processed primary data, 2022

From the coefficient table data above, the regression equation formed between the Incentive variable (X_1) and Leadership Supervision (X_2) on Performance (Y) at the South Lampung Regency Transportation Office is $Y = 9.182 + 0.456X_1 + 0.312X_2$ which can be explained as follows:

1. Assuming that other variables remain constant, for every unit increase in the Incentive variable, the Performance variable will also increase by 0.456 points.
2. Assuming that other variables remain constant, for every unit increase in the Leader Supervision variable, the Performance variable will also increase by 0.312 points.

Based on the information above, it can be concluded that the regression coefficient value $X_1 = 0.456$ is greater than the regression coefficient $X_2 = 0.312$. This shows that the contribution of the Incentive variable is higher or more dominant than the Leader's Supervision in influencing the Performance of employees of the South Lampung Regency Transportation Office.

b. Coefficient of Correlation and Coefficient of Determination

To determine the relationship between variables partially, the statistical analysis of *Product Moment* correlation is used, as displayed in the accompanying table:

Tabel 8. Correlations

Correlations

		Incentive(X)	Leader Supervision (X2)	Performance (Y)
Incentive (X1)	Pearson Correlation	1	.410**	.491**
	Sig. (2-tailed)		.003	.000
	N	51	51	51
Leader Supervision (X2)	Pearson Correlation	.410**	1	.418**
	Sig. (2-tailed)	.003		.002
	N	51	51	51
Performance (Y)	Pearson Correlation	.491**	.418**	1
	Sig. (2-tailed)	.000	.002	
	N	51	51	51

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Processed primary data, 2022

Based on Table 8. above, the correlation coefficient between Incentives and Performance is positive 0.491. According to the rules for interpreting a correlation coefficient, this value's magnitude falls within the range of coefficients between 0.40 and 0.599, which indicates that the relationship between the two variables is "Strong Enough."

From the correlation coefficient value, the Coefficient of Determination (KD) = (R^2) = 0.491^2 = 0.241 x 100% = 24.1%. It can be concluded that the Incentive variable (X_1) can explain the Performance variable (Y) by 24.1% while the rest is explained by other factors.

Furthermore, the correlation coefficient between Leader Supervision and Performance is positive 0.418. Based on the guidelines in providing an interpretation of the correlation coefficient, this value is in the coefficient interval 0.40-0.599 where the level of relationship between the two variables is in the "Strong Enough" category.

From the correlation coefficient value, the Coefficient of Determination (KD) = (R^2) = 0.418^2 = 0.174 x 100% = 17.4%. It can be concluded that the Leader Supervision variable (X2) can explain the Performance variable (Y) by 25.4% while the rest is explained by other factors. The following table shows the magnitude of the correlation between the three variables.

Tabel 9. Model Summary

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.546ᵃ	.298	.268	7.23542

a. Predictors: (Constant), Leader Supervision (X_2), Incentive (X_1)

Source: Processed primary data, 2022

Based on table 9 above, the simultaneous correlation value is obtained, which is R = 0.546. According to the guidelines for interpreting the correlation coefficient, this result falls within the range of 0.40 to 0.599, which indicates that the association between the three variables is "Strong Enough".

From the correlation coefficient value, the Coefficient of Determination (KD) = (R^2) = 0.546^2 = 0.298 x 100% = 29.8%. It can be concluded that the Incentive (X_1) and Leader Supervision (X_2) variables together can explain the Performance (Y) variable by 29.8% while the rest is explained by other factors.

c. Hypothesis Test of the Influence of Incentives (X1) on Performance (Y)

A hypothesis test is conducted, as shown in the table below, to determine whether there is a partially significant relationship between the Incentive variable and the Performance of employees of the South Lampung Regency Transportation Office.

Table 10. Hypothesis Test of the Influence of Incentives on Performance

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.079	7.055		2.563	.014
	Incentive (X1)	.582	.147	.491	3.948	.000

a. Dependent Variable: Performance(Y)

Source: Processed primary data, 2022

The Incentive variable's t-test statistical test results indicate a t_{hitung} value of 3.948 with a significance level of 0.000. Then, the t_{hitung} value is compared with the t_{table} with the number n = 51, therefore, the df value is obtained N-2 = 51-2 = 49 at a real value of 0.05 with the critical value of 1.667. The conclusion is that Ho is rejected and Ha is accepted, or, to put it another way, it has been demonstrated that incentives have a significant impact on performance.

d. Hypothesis Test of the Influence of Leader Supervision (X2) on Performance (Y)

Table 11. Hypothesis Test of the Influence of Leader Supervision on Performance

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.735	7.500		2.898	.006
	Leader Supervision (X2)	.501	.156	.418	3.220	.002

a. Dependent Variable: Performance (Y)

Source: Processed primary data, 2022

e. *Hypothesis Test of the Influence of Incentives (X1) and Leader Supervision (X2) on Performance (Y)*

Table 12. Hypothesis Test of the Influence of Incentives (X1) and Leader Supervision (X2) on Performance (Y)

ANOVAᵃ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1065.062	2	532.531	10.172	.000ᵇ
	Residual	2512.860	48	52.351		
	Total	3577.922	50			

a. Dependent Variable: Performance

b. Predictors: (Constant), Leader Supervision, Incentives

Source: Processed primary data, 2022

With a significance level of 0.000, the Fhitung value in the table above is 10.172. The degree of freedom df1 = 2 and df2 = 48, along with the 5% confidence level, results in a Ftabel value of 3.19. The conclusion that Ho is rejected and Ha is accepted or that both the Incentives and Supervision variables simultaneously or concurrently have a significant effect on the Performance variable is based on the fact that F_{hitung} is greater than F_{tabel} (Fhitung > Ftabel; 10,172>3.19).

Discussion

The South Lampung Regency Transportation Office is one of the agencies that have the task of assisting the Regent in carrying out tasks in the field of Transportation. Therefore, the performance of Transportation Department employees must be improved in carrying out work to achieve goals in accordance with their duties and functions.

From the partial research that has been carried out, the Incentive variable has a significant effect on the performance variable by 24.1% while other factors explain the rest. The results of this study are in line with research conducted Sari (2021) at the East Tanjung Jabung Education Office which also states that incentives have a positive and significant effect on employee performance by 83.1%, which means that the better the policy of providing incentives to employees, it is expected that employee performance will increase.

According to Doni et al. (2021) Incentives are a form of motivation expressed in the form of money on the basis of high performance and are also a sense of recognition from the organization of employee performance and contribution to the organization (company). Therefore, it can be said that providing incentives to employees is one way to improve work performance so that employees' morale, work enthusiasm, and job satisfaction rise(Foote, D. A. and Tang 2009).

In the Incentives component, the one that received the lowest score was "Currently the provision of incentives is very proportional based on fairness and feasibility" (respondents gave a total score of 187). This is felt to be in accordance with the actual situation experienced by employees of the South Lampung Regency Transportation Office where the provision of incentives has not been given fairly and properly, in the sense that the provision of incentives has not been adjusted to the

workload and responsibilities assigned to employees and there is a gap for employees who have good or mediocre performance in terms of equal incentives (Buil, Martínez, and Matute 2018). This causes jealousy among employees which will affect the quality of employee work. This should be of particular concern to the Head of the South Lampung Regency Transportation Office to implement proportional incentives fairly and properly.

Based on the partial research results, the Leader Supervision variable is able to explain the performance variable by 17.4% while the rest is explained by other factors. This is in line with research conducted Hudiyani, Anisa., Jayusman, Hendra (2019), entitled "The Effect of Supervision on Employee Performance at the Regional Drinking Water Company (PDAM) Tirta Arut, Kota Waringin Barat Regency" which also proves that supervision has a significant influence on employee performance, where the Supervision variable contributes an influence of 58% to the employee Performance variable.

Niati et al. (2021), defines supervision as the process of monitoring the execution of all organizational activities to make sure that all work is done in accordance with the predetermined plan. In this instance, it is possible to define supervision as a process to ensure that activities are carried out in a way that advances goals, and that corrective action is taken when deviations are discovered.

In the Leader Supervision component, the lowest score is "monitoring of work and communication between leaders and employees has gone well" (respondents gave a score of 188). This is quite in accordance with the situation that occurs at the South Lampung Regency Transportation Office that the leadership lacks direct supervision or monitoring of employees and communication between leaders and employees has not gone well that difficulties or desires of staff cannot be communicated directly with the leadership Suprapti et al. (2020). This has an unfavorable impact on the performance of employees who feel less attention from the leadership.

The performance variable was simultaneously explained by the Incentive and Leader Supervision variables by 29.8%, with the remaining explanation deriving from other factors. In addition, it can be explained that the influence of the Incentive variable (24.1%) is higher when compared to Leader Supervision (17.4%) in influencing the performance of employees of the South Lampung Regency Transportation Office.

Conclusion and Recommendations

Conclusion

After statistical data processing and hypothesis testing of related variables, it can be concluded:

1. Incentives have a positive and significant influence on employee performance at South Lampung Regency Transportation Office by 24.1%, with other factors influencing the remaining percentage.

2. The Performance of employees of the South Lampung Regency Transportation Office is significantly influenced by Leader Supervision by 17.4%, with other factors having an influence on the remaining percentage.

3. The Performance of the employees of the South Lampung Regency Transportation Office is positively and significantly influenced by both Incentives and Leader Supervision at the same time by 29.8%, with other influences having an impact on the remaining percentage.

Recommendations

There are several recommendations as input in achieving the performance of employees of the South Lampung Regency Transportation Office related to incentives and leadership supervision; these are:

1. In the Incentive variable, the incentive component that received the lowest score was "Currently the provision of incentives is very proportional based on fairness and feasibility".Thus, the leadership should coordinate with the employee's direct supervisor to obtain information in determining the amount of incentives given to employees who are truly in accordance with their responsibilities and workload so that a sense of justice and appropriateness towards the provision of awards in the form of incentives is truly well implemented.

2. In the Leader Supervision variable, the component of Leader Supervision that received the lowest score was "Monitoring of work and communication between leaders and employees has gone well". Based on the results of this study, the leaders still rarely conduct direct supervision of the staff so the difficulties and desires of the staff cannot be communicated directly with the leadership. Thus, it is recommended that leaders can pay more attention to their subordinates by conducting direct monitoring or supervision and communicating intensely so that employees are more eager to work because they feel cared for and valued.

3. Understanding the individual performance metrics that have been established will help employees improve their performance. In determining individual performance indicators, employees must be able to understand these individual performance measurements in order for employees to have the commitment to focus on working and be able to achieve performance targets, and ultimately organizational objectives can also be achieved successfully.

4. Further research needs to be carried out on other factors that affect employee performance besides incentive variables and leadership supervision. This further research is required in order to identify other factors that have more influence on improving employee performance.

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