THE EFFECT OF HARVEST PREMIUMS ON EMPLOYEE PERFORMANCE AND JOB SATISFACTION OF OIL PALM HARVEST EMPLOYESS AT PT. SOCFINDO SEUNAGAN

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Abstract

Employee harvest premiums are one approach for oil palm enterprises to boost production. Premiums are believed to strengthen human resources and motivate workers. The purpose of this study is to investigate the impact of harvest premiums on the performance and work satisfaction of harvest personnel at the research location. This study was carried out at PT Socpindo Seunagan in Nagan Raya Regency. The research site was chosen on purpose, and the sampling strategy used in this study was proportional stratified random sampling, with 38 samples drawn from each afdeling. According to the study's findings, the harvest premium has a meaningful impact on performance (work quantity, work quality, and work attendance) and employee job satisfaction at PT Socpindo Seunagan.

Keywords: ***Employee Satisfaction***, ***Oil Palm, Job Satisfaction, Harvest Premiums***

1.INTRODUCTION

Palm oil is one of the most important national goods in the Indonesian economy, particularly in terms of employment; in addition, palm oil contributes significantly to the growth of GDP and foreign money. This commodity's importance will continue to rise dramatically, and its growth will take into account a variety of factors, particularly attempts to construct a competitive palm oil sector in the global market in a sustainable manner (Andoko, 2013). Aceh Province now contains 537,000 hectares of oil palm plantations, ranking 9th out of 14.03 million hectares of oil palm throughout Indonesia, according to statistics from the Badan Pusat Statistik Aceh (2018) The oil palm commodity has become one of the mainstays of the Aceh Province economy, with a 49.16% oil palm output productivity (Afrizal et al., 2022). Nagan Raya District in Aceh Province has oil palm plantations with an area of 100,547 ha or 28.37% of the total area, making it the center of oil palm production in West Aceh and having a sustainability index and oil palm status (A. Nasution et al., 2021).

As competition in the palm oil industry is increasing, companies must continue to innovate and improve employee performance to maintain their position in the market. Arham et al. (2018) in their research stated that management factors, industrial relations, government policies and human factors are very important to increase the desired productivity of oil palm. In addition to the influence of land, several other input variables affect the productivity of the palm oil industry, including labor (Lestari et al., 2018). Efficient and effective Harvester labor plays a role in determining the production of Fresh Fruit Marks (FFB) because it affects the price and profit of a company (Ginting et al., 2022). Meanwhile, Zulkefli et al (2020) discovered that compensation, benefits, a happy environment, and awards are all favorably associated and have a considerable influence on employee productivity. So one frequent strategy to increasing labor productivity is to give incentives in the form of harvest bonuses to employees who successfully meet the harvest objective, which is known as a premium. PT Socfindo Seunagan is one of Aceh'hutagals oldest oil palm plantation firms, having a lengthy track record of success. In Nagan Raya District, the corporation has a plantation area of around 25,000 hectares, with more than 14,000 hectares planted with oil palm. PT Socfindo Seunagan employs over 7,000 people, including permanent and contract employees, as well as thousands of casual daily laborers. To assure product quality and commercial

sustainability, the organization has a well-structured and organized management system that is supported by rigid policies and procedures. In addition, PT Socfindo Seunagan has active corporate social responsibility activities, such as education, health, and environmental initiatives (Ismail, 2018).

In the context of PT Socfindo Seunagan, understanding the effect of harvest premiums on employee performance and job satisfaction is very important for company management. At PT Socfindo Seunagan, harvest premium is also one of the incentives given to oil palm harvesting employees. So far, the level of labor wages today has not been able to meet a decent life, there is a far different gap between high labor performance and low wages and whether employees also get satisfaction with the wages they receive. The type of premium obtained by employees is the harvest premium. Harvest bonuses are meant to push employees to work harder and achieve better. Offering harvest enhances work motivation, which boosts employment productivity, according to research (Asrindah Nasution, 2017). In practice, PT Socfindo is often confused in the application of the harvest reward system. Afdeling (plantation office) has been setting the previous year's super budget, when it should be the current year's super budget. This causes losses for employees. In addition, the harvest premium given is not in accordance with harvest yields and working hours. This situation reduces the level of employee motivation at work (Sriyoto et al., 2008). Therefore, it is necessary to study how much influence harvest premiums have on employee performance and their job satisfaction in the palm oil company, PT Socfindo Seunagan, Nagan Raya Regency. Knowing the impact of this work incentive allows the palm oil company's management to develop more appropriate policies and tactics for enhancing staff performance and job satisfaction. The purpose of this study is to add to academic understanding in the subject of human resource management. Furthermore, this study has implications for HR management at PT Socfindo Seunagan and other oil palm plantation enterprises. Finally, this study adds to future research. Future study can expand on this theme by incorporating additional variables linked to the influence of harvest premium on employee performance and work satisfaction. Furthermore, additional research in other oil palm plantation enterprises might be done to broaden the universality of the study's findings.

2. LITERATURE REVIEW

Job satisfaction is an emotional state or feeling of happiness arising from an appraisal of one's job or work experience. Job satisfaction as a general result of how much employees like or dislike various aspects of their job, so job satisfaction is not a one-size-fits-all concept. A person may be relatively satisfied with one aspect of the job and dissatisfied with one or more other aspects. Job satisfaction is understood as an employee's (positive) attitude towards his or her job, which arises on the basis of an evaluation of the work situation. This evaluation can be done in conjunction with the job. The evaluation takes place as a recognition of the achievement of significant value in a work. Employees that are happy like their jobs rather than detest them. It is possible to infer that the idea of job satisfaction is a positive attitude of the workforce toward work, including feelings and behavior, by evaluating a task as a reward for fulfilling significant work values. The attainment or operational effectiveness of an organization and its personnel based on set objectives and specified criteria is referred to as performance. According to Fried et al., (2008), performance is the result of work that a person or group of people in an organization can achieve both quantitatively and qualitatively in accordance with their respective authorities and responsibilities in an effort to achieve the objectives of the organization concerned legally while not violating the law in accordance with morals or ethics. The level of achievement of the duties that comprise an employee's employment is referred to as performance (perfomance). (Suryanto, 2012)

Employee performance assesses an employee's success in meeting the aims and standards of the firm or organization for which he works. An employee's performance may also be defined as the outcomes obtained by the individual in carrying out his or her obligations and responsibilities in

the organization (Pradhan & Jena, 2016). Employee performance is the consequence of performance that a person or group of individuals in the company may deliver, both qualitatively and quantitatively, in line with their authority, tasks, and obligations. Several elements impact an employee's performance, including competence, motivation, and work environment (Hutagalung, 2022). In oil palm farms, financial incentives such as harvest premiums are commonly used to boost staff productivity and performance. According to a research conducted by (Ruhana & Hidayah, 2020), the implementation of harvest premiums had a considerable favorable influence on the performance of oil palm harvesting staff. Similarly, Ulqiyaturrahmah et al (2018) and (Zulkefli et al., 2020) discovered that monetary incentives such as harvest premiums can increase employee performance.

A bonus is an additional payment made by the firm because the employee needs to work harder under unusual or unpleasant working conditions. Employees earn incentives for working beyond standard working hours or overtime, working on holidays, or being productive. Harvest awards and job satisfaction have a substantial impact on worker performance for oil palm harvesters. Several prior research on the influence of harvest incentives and job satisfaction on oil palm harvester employees have been undertaken. Harvest bonuses had a considerable effect on the performance (volume of labor, quality of work, and work commitment) and job satisfaction of oil palm harvesters in plantations, according to Ginting et al., (2022). Sari et al., (2020) stated in their research that plantation companies need to pay attention to the harvest premium system and employee job satisfaction to improve employee performance and job satisfaction. In addition to having a positive impact on performance, harvest premiums can also affect employee job satisfaction. The results of this study are also supported by Gunawan dan Gani (2019) that the use of financial incentives such as harvest premiums has a significant impact on employee job satisfaction at PT Socfindo Seunagan. In addition, a study by Sitompul & Saragih (2019) found that financial incentives can affect employee motivation and job satisfaction. However, the study also revealed that financial incentives must be used with caution and consideration in order to have a positive influence on employee performance and work satisfaction. However, it demonstrates that excessive financial incentives can lead to employee unhappiness and unethical behavior. As a result, while financial incentives such as harvest premiums can increase employee performance and work happiness, businesses must also consider other variables that impact employee performance and job satisfaction. Companies must also guarantee that financial incentives are given with care and do not have a detrimental influence on employee performance or work happiness.

Previous study has shown that offering work incentives can boost employee enthusiasm and performance. This has the potential to improve job productivity and efficiency. However, few studies have particularly looked into this. According to Susanto dan Suyanto (2017), firms should perform regular reviews to verify their effectiveness. As a result, it is critical to undertake this research in order to give an up-to-date reference on the influence of harvest premiums on staff performance and work satisfaction in oil palm plantation enterprises.

3. RESEARCH METHOD

The research was conducted in January and February 2023 at PT Socfindo Seunagan, Kuala Pesisir District, Nagan Raya Regency. The research area was determined purposively, which is a technique taken based on the consideration that PT Socfindo Seunagan is one of the palm oil mills in Nagan Raya Regency which is still actively operating. The sampling technique used in this research is Proportionate Stratified random sampling. Proportionate Stratified Random Sampling is a sampling technique used because the population has members or elements that are not homogeneous and stratified proportionally (Sugiyono, 2010). The number of harvest employee samples determined by researchers amounted to 38 samples taken based on strata or classes of harvest employee tenure. The researchers sampled 30% of harvest staff tenure strata.

Data is gathered from both primary and secondary sources. Primary data was collected by distributing questionnaires and performing direct interviews to PT Socfindo Seunagan personnel who agreed to participate in the study. The questionnaire utilized in this study is divided into three

sections. The first section contains respondents' demographic information, such as age, gender, education, and length of employment. The second section discusses employee performance characteristics such as work productivity, job quality, and work discipline. The third section discusses employee job satisfaction characteristics such as wage and benefits satisfaction, work environment satisfaction, and work incentives. In the meanwhile, secondary data is information collected from third sources. This study uses secondary data from a review of library lists or prior research articles. The collected data was then examined using multiple regression analysis techniques in statistical programs such as SPSS (Statistical Package for the Social Sciences). The goal of multiple regression analysis is to test hypotheses such as the effect of harvest premium on employee performance and job satisfaction, as well as the effect of control variables such as age, education, and length of service on these relationships.

First, examine the validity and reliability of the questionnaire instrument in multiple regression analysis. The data normality test and conventional assumption tests such as multicollinearity, heteroscedasticity, and autocorrelation are then performed. If the classical conditions are satisfied, multiple regression analysis is used to test the hypothesis and determine the regression coefficients of each independent variable on the dependent variable. This study's Simple Linear Regression equation is as follows:

$Y_1 = a + bx$..... (1)
$Y_2 = a + bx$..... (2)

Description:
Y_1 = represents the dependent variable (harvest staff performance).
Y_2 = (Harvest Employee Job Satisfaction) dependent variable
X = (Harvest Premium System) independent variable
a = Constant (Y value if X is equal to 0)
b = Regression Coefficient (value rise and decrease)

The descriptive analytic approach was utilized in this study to collect, analyse, categorize, and evaluate research data in order to provide a clear image of the topic under study. Data derived from primary data filled out by a number of research participants. In this study, the data measurement scale is a Likert scale. This scale is used as a measuring instrument to assess a person's or group's attitudes, views, and perceptions of social phenomena. The Likert scale has five response levels: Very Good, Good, Fair, Less Good, and Very Not Good.

4. RESULTS AND DISCUSSION

The examination of the study's findings reveals that offering harvest premiums is one of the most successful techniques for improving staff performance and work satisfaction in oil palm plantation enterprises. Employees might be motivated to work harder and increase their productivity, quality, and work discipline by receiving harvest premiums. Furthermore, harvest premiums can boost employee satisfaction with income and benefits, work environment, and other work incentives. Data on harvest premiums based on questionnaire responses acquired the results of data analysis of the frequency distribution of harvest premiums are shown in the table below.

Table 1. Category of Harvest Premium Tendency (X)

No	Interval	Total	Percentage	Category
1	< 15	0	0	Very Not Good
2	15-29	0	0	Less Good
3	30-44	0	0	Fair
4	45-59	22	58,90	Good
5	>59	16	41,10	Very Good
	Jumlah	38	100	

Source: Primary Data Processed, 2023

Based on the aforementioned table, it is clear that the interval classes 45–59, where there were 22 respondents and a percentage of 58.9% in the good category, and the interval> 59, where there were 16 respondents and a percentage of 41.1% in the very good category, had the highest numbers for the harvest premium score (X).

Research Hypothesis Testing

To ascertain the link and effect of the harvest premium variable (X) on the employee performance variable (Y_1) and employee satisfaction variable (Y_2) of the PT Socpindo Seunagan Plantation Unit, a straightforward linear regression analysis was performed in this study.

The effect of the harvest premium system on employee performance, or Employee Performance Variable (Y1)

Here are the findings of a straightforward linear regression between the Harvest Premium variable (X) and the Employee Performance variable (Y1).

Table 2. Simple Liner Regression Test Results of Harvest Premium on Employee Performance

Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.115	4.011		3.330	.001
	Harvest Premium	.503	.102		4.715	.000

According to this equation, the constant value (Y) is 21.115, which indicates that the employee performance variable (Y1) will be at 21.115 if the harvest premium variable (X) is zero. From a straightforward linear calculation, the regression coefficient X (Harvest Premium) has a coefficient value of (b) = 0.503. This indicates that as harvest premium (X) grows, employee performance (Y) does as well.

Performance of Employees (Y1)

Table 3 displays information about employee performance based on survey responses from respondents.

Table 3. Employee Performance Tendency Categories

No	Interval	Total	Percentage	Category
1	< 12	0	0	Very Not Good
2	28-55	0	0	Less Good
3	24-35	0	0	Fair
4	36-47	2	6,30	Good
5	>47	36	93,70	Very Good
	Jumlah	38	100	

Source: Primary Data Processed, 2023

According to the aforementioned table, it is clear that the interval classes 36–47 have the highest number of respondents for the Employee performance score (Y_1), with 36 reporting a percentage of 93.7% in the very good category, and the interval classes 36–47 have the highest number of respondents with 2, reporting a percentage of 6.3% in the good category.

Simultaneous Test (F Test)

This simultaneous test's goal is to determine whether the explanation for the purported relationship between the harvest premium variable (X) and worker performance (Y_1) is valid. Table 5 below gives a more comprehensive explanation.

Table 4. Simultaneous Test Results (F Test)

ANOVA[b]

Model		Sum of Squares	Df	Mean Square	F	Sig
1	Regression	90.570	1	90.570	22.140	.000
	Residual	136.242	36	3.621		
	Total	251.031	37			

According to the research findings, the F-count is 22.140, the F-table values for the numerator (df1) and denominator (df2) are K-l =2-1=1 and n-k =38-2=36, respectively, with a significant level of 5% being 4.11 for both. Therefore, H0 is rejected and H1 is allowed since it is known that the harvest premium variable's (X) f-count value is 22.140 more than the f-table value of 4.11. Similar to how H0 is rejected and H1 is approved when evaluated from the significance value of the harvest premium variable (X), 0.000 0.05, it can be claimed that there is a relationship between the harvest premium variable (X) and employee performance (Y1).

Partial Test (T-test)

Using the T statistical test (T test), the association between the independent and dependent variables is computed. H0 is rejected if the estimated t value is more than or equal to the t table value; else, H0 is allowed. Table 5 below provides a more thorough explanation.

Table 5. Partial Test (T-test)

Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.115	4.011		3.330	.001
	Premin Panen	.503	.102	.612	4.715	.000

Employee performance variable (Y_1) is significantly impacted by the harvest premium variable (X). It is known that the harvest premium variable's t-count value is 4.715, but this study's t-table for the degree of freedom df = n-k = 38-2 = 36 has a significance level of 5% and is 1.68. This can be seen in the coefficients table findings, where the t-count for the harvest premium variable (X) is 4.915, which is higher than the t-table of 1.68. If the t-count is higher than the t-table, H0 is rejected, while H_1 is allowed. Likewise, H_0 is rejected and H_1 is accepted when examined from the significant value of the harvest premium variable (X), which is 0.000 0.05. This indicates that the harvest premium variable (X) influences employee performance (Y_1). The harvest premium variable (X) has a considerable impact on employee performance (Y_1), according to the findings of the table above. The findings of this study also reveal that the variable's coefficient value.

The harvest premium variable (X) has a value of 0.503, which means that for every Rp. 1000 increase in harvest premium (X), employee performance (Y_1) will rise by 0.501%. The following equation is derived from the results of the regression study between the harvest premium variable (X) and the employee performance variable (Y_1):

$$Y_1 = 21{,}115 + 0{,}503X$$

Determination Coefficient (R2)

The measure of how well the independent variable (Harvest Premium) can be related to the dependent variable (Employee Performance) is called the coefficient of determination. Table 6 below provides further information.

Table 6. Determination Coefficient (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.614	.370	.401	.373	1.740

The R value of 0.634 indicates a link between the harvest premium variable (X) and employee performance (Y1), which is evident from the study's findings. While the Coefficient of Determination (R^2), often known as the R square value, is 0.370 (obtained from 0.614 x 0.614). This demonstrates that the fluctuation of one independent variable may account for 0.370% of the variance in the harvest premium rate (X). While the remaining percentage (100%-37.0%=63%) might be impacted by additional factors not included in this study.

The Impact of the Harvest Premium System on Harvest Employee Satisfaction, or Variable Employee Satisfaction (Y2

The following are the findings of a straightforward linear regression of the variable Harvest premium (X) on the variable Employee Satisfaction (Y_2):

Table 7. Harvest Premium Employee Satisfaction Results of Simple Linear Regression Test

Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	60.722	11.219		3.326	.000
	Premin Panen	.832	.174		2.176	.000

According to this equation, the constant value (Y) is 60.722, indicating that the employee satisfaction variable (Y_2) will be at 60.722 if the harvest premium variable (X) is zero. In contrast, the regression coefficient X (Harvest Premium) yielded the coefficient value (b) = 0.832 by

straightforward linear computations. This indicates that while harvest premium (X) grows, employee satisfaction (Y_2) likewise rises.

Employee Satisfaction (Y2)

Employee satisfaction statistics based on questionnaire responses from respondents with up to 26 statement items. In the table below, the findings of the frequency distribution data analysis are presented:

Table 8. Categories of Employee Satisfaction Tendency

No	Interval	Total	Percentage	Category
1	< 28	0	0	Very Not Good
2	28-55	0	0	Less Good
3	56-83	0	0	Fair
4	84-111	18	47,40	Good
5	>111	20	52,60	Very Good
	Jumlah	38		

Source: Primary Data Processed, 2023

According to the table above, the highest number for the Employee Satisfaction score (Y_2) is mostly in the interval class > 111, with as many as 20 respondents and a percentage of 52.6% in the very good category and as many as 18 respondents and a percentage of 47.4% in the good category.

Validity Test

All assertions having a product moment correlation coefficient value (r count) larger than r table (0.6139) are certified legitimate and employed as a research instrument to get following study outcomes.

Test for Reliability

The instrument is deemed to be dependable if it can disclose data that can be believed and corresponds to actual reality. A trustworthy instrument is one that produces the same results when measured multiple times on the same item. If the device can produce dependable results, it is adequate. The Cronbath Alpha coefficient was utilized in this study's reliability test, with a significance threshold of 5%.

Table 9. Instrument Test Results (Reliability Test)

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.575	971	52

Source: Primary Data Processed, 2023

Based on the reliability test findings, it can be noted that the statements on the questionnaire have a Cronbach's alpha of 0.575 larger than 0.6, indicating that they all have a high reliability value, implying that the research instruments employed are dependable and reliable.

Testing of Research Hypotheses

A simple linear regression analysis was utilized in this study to examine the link and effect of the harvest premium variable (X) on the employee performance variable (Y_1) and employee satisfaction variable (Y_2) of the PT Socpindo Seunagan Unit. The findings of a basic linear regression are as follows.

Simultaneous Test (F Test)

The purpose of this simultaneous test is to test the hypothesis that explains the alleged influence between the harvest premium variable (X) on employee satisfaction (Y_2). For more details can be seen in the following results:

Model		Sum of Squares	df	Mean Square	F	Sig
1	Regression	247.022	1	247.022	17.323	.000
	Residual	500.445	36	11.705		
	Total	747.511	37			

Employee satisfaction (Y_2) is significantly affected by the harvest premium variable (X). The t value for the harvest premium variable (X) is known to be 2.176, but the t table in this study for the degree of freedom df = n-k = 38-2 = 36 with a 5% significant value is 1.68. This is demonstrated by the coefficients table findings, which reveal that the t count for the harvest premium variable (X) of 2.176 is more than the t table, which is 1.68; if the t count is bigger than the t table, H0 is rejected and H1 is approved.

T Test (Partial Test)

The T statistical test (T test) is used to calculate the association between the independent variable and the dependent variable. If the estimated t value is more than or equal to the t table value, H_0 is rejected; otherwise, H_0 is approved. It is shown in further detail in the following table:

Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	60.722	11.219		3.326	.000
	Premin Panen	.832	.174	.571	2.176	.000

Employee satisfaction (Y_2) is significantly affected by the harvest premium variable (X). The t value for the harvest premium variable (X) is known to be 2.176, but the t table in this study for the degree of freedom df = n-k = 38-2 = 36 with a 5% significant value is 1.68. This is demonstrated by the coefficients table findings, which reveal that the t count for the harvest premium variable (X) of 2.176 is more than the t table, which is 1.68; if the t count is bigger than the t table, H_0 is rejected and H_1 is approved.

According to the table above, the harvest premium variable (X) has a considerable influence on employee satisfaction (Y_2). According to the study's findings, the coefficient of regression of the harvest premium variable (X) is 0.832, which means that every Rp. 1000 increase in harvest premium (X) increases employee performance (Y1) by 0.832%. The following equation is derived from the findings of the regression study of the harvest premium variable (X) on the employee satisfaction variable (Y_2):

$$Y_2 = 60{,}722 + 0{,}832X$$

R^2 Determination Coefficient

The coefficient of determination that explains the extent to which the independent variable (Harvest Premium) may explain the dependent variable (employee satisfaction). More information may be found in the table below:

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.571	.340	.333	.331	1.611

Based on the findings of this study, the R number is 0.591, indicating a link between the

harvest premium variable (X) and Employee Satisfaction (Y_2). The R square number, often known as the Coefficient of Determination (R^2), is 0.350 (calculated from 0.571 x 0.571). This means that the fluctuation in one independent variable may explain 32.6% of the variation in the harvest premium rate (X). While the remainder (100%-32.6% = 67.4%) may be impacted by additional variables not addressed in this study.

Harvest Premium Variable (X) Affects Employee Performance (Y_1)

According to the findings of the study, the harvest premium (X) has a significant impact on employee performance (Y_1), with a significance value of 0.000 0.05 or a t value of 4.715> 1.16 t table value. As a result, the harvest premium variable (X) may be concluded to have a significant influence on employee performance (Y_1). This study's findings are consistent with Lubis et al., (2021) which discovered that sample harvesters in the research area with a harvest premium system in place performed better.

Harvest Premium Variable (X) Affects Employee Satisfaction (Y_2)

According to the research findings, the harvest premium (X) has a significant influence on employee satisfaction (Y_2). This is based on the harvest premium variable (X) significance value of 0.000 0.05 or the t-count value of 2,176 > 1.16 t-table value. As a result, it is possible to conclude that the harvest premium variable (X) has a considerable impact on employee satisfaction (Y_2). The findings of this study are consistent with the findings of (Lubis et al., 2021) study, which found that the level of satisfaction of sample harvesters in the research area with the harvest premium system that has been implemented was high. However, firms must remember that offering harvest premiums is not the only way to boost employee performance and work happiness. The organization must also consider other variables such as a pleasant working atmosphere, a variety of incentives, and employee well-being. As a result, businesses must devise a comprehensive approach to boost employee performance and work happiness.

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5. CONCLUSIONS AND SUGGESTIONS

5.1. CONCLUSION

Based on the research results, the conclusions that can be drawn are as follows:

1. Harvest Premium has a real effect on the performance of harvest employees (quantity, quality, attendance) of harvest employees at PT Socpindo Seunagan.
2. The premium has a real effect on job satisfaction of harvest employees at PT Socpindo Seunagan.

5.2. SUGGESTIONS

The suggestion in this study is that it is hoped that the next researcher will examine other variables that are not examined in this study.

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