



Abstract

This study examines the effect of types of incentive schemes on performance mediated by organizational commitment. This study predicts that the quota incentive scheme results higher performance and commitment organizational than the piece rate incentive scheme. This study also predicts that the type of incentive scheme affects performance through organizational commitment. The test results of 54 participants showed that the quota incentive scheme resulted higher organizational performance and commitment than the piece rate incentive scheme.

Keywords: incentive schemes, performance, organizational commitment.



Intisari

Penelitian ini menguji pengaruh jenis skema insentif terhadap kinerja dengan variabel mediasi komitmen organisasi. Penelitian ini memprediksi bahwa skema insentif *quota* menghasilkan kinerja dan komitmen organisasi yang lebih tinggi daripada skema insentif *piece rate*. Penelitian ini juga memprediksi bahwa jenis skema insentif berpengaruh terhadap kinerja melalui komitmen organisasi. Hasil pengujian terhadap 54 partisipan menunjukkan bahwa skema insentif *quota* menghasilkan kinerja dan komitmen organisasi yang lebih tinggi daripada skema insentif *piece rate*.

Kata kunci: skema insentif, kinerja, komitmen organisasi.