

## ABSTRACT

This study is designed to know the effect of financial incentive issue on employee performance and have background in lack of meeting target Account Officer Funding (Savings) unit as it was set by the company. Given the case, the company provides subsidies for their employees to motivate their performance. One subsidy is financial incentive support provided for their employees who able to meet specified target performance. Method being used in this study is survey in causal descriptive approach. The population of this study is employees of PT. BPR Anugrah Dharma Yuwana Account Officer Funding (Savings) unit, Jember, and the sample of study being used is population that, all at once, made sample due to the total of employees in the Account Officer Funding (Savings) unit are 32. The sampling method being used is nonprobability sampling and saturated sampling. To analyze data, we make use of descriptive analysis and simple regression analysis and hypothetical testing using t test. Respondents give considerably good responses to the company in relation to the financial incentive issue. Based on the results of t test, the financial incentive support has, partially, significant, positive effect. The conclusion of this study is that financial incentive issue have significant effect on the performance some 48.8%; while the rest of it (51.1%) are effects of other factors beyond this study.

**Keywords:** Financial Incentive, Performance, Simple Linier Regression