ABSTRAK

Nurhadi Wijaya (2022), Pengaruh Reward dan Punishment Terhadap Kinerja Karyawan Perum Bulog Kantor Cabang OKU. Dibimbing Oleh Noviansyah, S.E.,M.Si. selaku dosen pembimbing I dan Dyah Ayu Putriani, S.Pd., M.Si. selaku dosen pembimbing II.

Penelitian ini membahas tentang Pengaruh Reward dan Punishment Terhadap Kinerja Karyawan Perum Bulog Kantor Cabang OKU. Teknik pengumpulan data yang digunakan dalam penulisan ini melalui penyebaran kuesioner. Jumlah populasi dalam penelitian ini sebanyak 38 orang. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Berdasarkan hasil analisis yang telah dilakukan maka disimpulkan bahwa baik secara parsial maupun simultan pengaruh reward dan punishment terhadap kinerja Karyawan Perum Bulog Kantor Cabang OKU. Koefisien Determinasi (Adjusted *R square*) sebesar 0,585. Hal ini berarti bahwa sumbangan pengaruh variabel pengaruh reward dan punishment terhadap kinerja Karyawan sebesar 58,5% sedangkan sisanya sebesar 41,5% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini yaitu antara lain kualitas dan kemampuan karyawan.

Kata kunci : Pengaruh reward dan punishment terhadap kinerja karyawan

ABSTRACT

Nurhadi Wijaya (2022), Effect of Reward and Punishment on Employee Performance of Perum Bulog OKU Branch Office. Supervised by Noviansyah, S.E., M.Sc. as supervisor I and Dyah Ayu Putriani, S.Pd., M.Sc. as a supervisor II.

This study discusses the Effect of Reward and Punishment Against the Performance of Perum Bulog OKU Branch Office Employees. Technique data collection used in this writing through the distribution of questionnaire. The total population in this study were 38 people. Method The analysis used is a quantitative method by using multiple linear regression analysis. Based on the results of the analysis that has been done it is concluded that either partially or simultaneously the effect of reward and punishment for the performance of Perum Bulog employees at the OKU Branch Office. The coefficient of determination (Adjusted R square) is 0.585. This means that contribution of the influence of reward and punishment variables on performance Employees amounted to 58.5% while the remaining 41.5% was influenced by other variables besides the variables in this study, namely the quality and employee capabilities.

Keywords: Effect of reward and punishment on employee performance