

ABSTRACT

DEA ARIYANTI (2022) The Influence of Leadership, Reward and Punishment on Employees' Performance at Municipal Waterworks of Ogan Komering Ulu Regency. Under the guidance of Rosmala Dewi, S.E., M.Si and RR. Dimas Veronica Priharti, S.E., M.M.

This study discussed the influence of Leadership, Reward and Punishment on Employees' Performance at Municipal Waterworks of Ogan Komering Ulu Regency. The population in this study were 30 respondents, the data collection technique used was a quantitative method using multiple linear regression analysis. The results of the analysis in this study explained the tcount of Leadership (X1) of 3.856, Reward (X2) of 0.261, Punishment (X3) of 2.987. Simultaneously there was the influence of Leadership, Reward and Punishment on the performance of the employees at Municipal Waterworks of Ogan Komering Ulu Regency with an Fcount of 28.408, which was greater than Ftable of 2.98. The value of the coefficient of determination (Adjusted R Square) of 73.9% means that in this case the contribution of the influence of Leadership, Reward and Punishment was 73.9% while the remaining 26.1% was influenced by other variables not examined in this study such as work motivation and work culture. (Afandi, 2021:87).

Keywords: Leadership, Reward, Punishment and Performance

ABSTRAK

DEA ARIYANTI (2022) Pengaruh Kepemimpinan, *Reward* dan *Punishment* Terhadap Kinerja Karyawan Perusahaan Daerah Air Minum Oku Kabupaten Ogan Komering Ulu. Dibimbing oleh Rosmala Dewi, S.E.,M.Si selaku dosen pembimbing 1 dan RR. Dimas Veronica Priharti, S.E., M.M selaku dosen pembimbing 2.

Penelitian ini membahas tentang pengaruh Kepemimpinan, *Reward* dan *Punishment* Terhadap Kinerja Karyawan Perusahaan Daerah Air Minum Oku Kabupaten Ogan Komering Ulu. Populasi dalam penelitian ini adalah 30 responden, teknik pengumpulan data yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linier berganda. Hasil analisis dalam penelitian ini menjelaskan t_{hitung} Kepemimpinan (X_1) sebesar 3,856, *Reward* (X_2) sebesar 0,261, *Punishment* (X_3) sebesar 2,987. Secara simultan ada pengaruh Kepemimpinan, *Reward* dan *Punishment* terhadap kinerja karyawan Perusahaan Daerah Air Minum OKU Kabupaten Ogan Komering Ulu dengan F_{hitung} sebesar 28,408 lebih besar dari F_{tabel} yaitu 2,98. Nilai koefisien determinasi (*Adjusted R Square*) sebesar 73,9% artinya dalam hal ini sumbangan pengaruh Kepemimpinan, *Reward* dan *Punishment* sebesar 73,9% sedangkan sisanya 26,1% dipengaruhi variabel lain yang tidak diteliti dalam penelitian ini seperti motivasi kerja dan budaya kerja (Afandi, 2021:87).

Kata kunci: Kepemimpinan, *Reward*, *Punishment* dan Kinerja