

ABSTRAK

Wely Sarita (2023), Pengaruh *Reward* dan *Punishment* Terhadap Kinerja Karyawan pada J&T Express Cab. Baturaja Barat dibawah bimbingan **Darman Syafe'i, S.E., M.Si** selaku pembimbing I dan **Dyah Ayu Putriani, S.Pd., M.Si.** selaku pembimbing II.

Skripsi ini membahas tentang Pengaruh *Reward* dan *Punishment* Terhadap Kinerja Karyawan pada J&T Express Cab. Baturaja Barat. Populasi dalam penelitian ini adalah karyawan pada J&T Express Cab. Baturaja Barat yang berjumlah 31 orang. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linier Berganda yang menggunakan uji validitas dan uji reliabilitas, serta uji-t dan uji-F. Berdasarkan hasil pengujian secara parsial (Uji-t) yang didapat dalam penelitian ini bahwa *Reward* berpengaruh signifikan terhadap Kinerja Karyawan dilihat dari nilai t hitung sebesar 11.283 lebih besar dari nilai t tabel sebesar 2.04841 dengan nilai signifikan $0.013 < \text{nilai alpha } 0.05$, dan *Punishment* berpengaruh signifikan terhadap Kinerja Karyawan dilihat dari nilai t hitung sebesar 2.482 lebih besar dari nilai t tabel sebesar 2.04841 dengan nilai signifikan $0.000 < \text{alpha } 0.05$, sedangkan pengujian secara simultan (Uji-F) *Reward* dan *Punishment* berpengaruh signifikan terhadap Kinerja Karyawan dilihat dari nilai F hitung sebesar 342.405 lebih besar dari pada nilai F tabel sebesar 3.34 dengan nilai signifikan $0.000 < \text{nilai alpha } 0.05$. Dengan demikian dapat disimpulkan bahwa hipotesis penelitian yang menyatakan bahwa *Reward* dan *Punishment* berpengaruh signifikan terhadap Kinerja karyawan pada J&T Express Cab. Baturaja Barat dapat diterima.

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

ABSTRACT

Wely Sarita (2023), The Influence of Rewards and Punishment on Employees' Performance at J&T Express West Baturaja branch. Under the guidance of Darman Syafe'i, S.E., M.Si and Dyah Ayu Putriani, S.Pd., M.Si.

This research discussed the Influence of Rewards and Punishments on Employees' Performance at J&T Express West Baturaja branch. The population in this study were employees at J&T Express West Baturaja branch, numbering 31 people. The analytical method used was a quantitative method using Multiple Linear Regression analysis tools which used validity and reliability tests, as well as t-tests and F-tests. Based on the partial test results (t-test) obtained in this research, Rewards had a significant influence on Employees' Performance seen from the calculated t value of 11,283 which was greater than the t table value of 2.04841 with a significant value of $0.013 < \alpha$ value 0.05, and Punishment had a significant influence on Employees' Performance seen from the calculated t value of 2,482 which was greater than the t table value of 2.04841 with a significant value of $0.000 < \alpha$ 0.05, while simultaneous testing (F-Test) of Reward and Punishment had a significant influence on Employees' Performance seen from the calculated F value of 342,405 greater than the F table value of 3.34 with a significant value of $0.000 < \alpha$ value of 0.05. Thus it could be concluded that the research hypothesis stated that Reward and Punishment had a significant influence on employees' performance at J&T Express West Baturaja branch was acceptable.

Keywords: Reward, Punishment and Employees' Performance