

## ABSTRAK

Penelitian ini bertujuan untuk dapat mengetahui seberapa besar pengaruh dari Kepemimpinan, *Reward* dan *Punishment* terhadap Kinerja Karyawan pada PT. International Business Futures Surabaya.

Penelitian ini merupakan penelitian kausal komparatif dengan menggunakan metode penelitian kuantitatif dengan teknik pengambilan sampel menggunakan teknik sampling jenuh (*sensus*). Populasi yang digunakan adalah seluruh karyawan PT. International Business Futures Surabaya, dengan jumlah responden berjumlah 81 karyawan. Teknik pengumpulan data menggunakan kuesioner yang disebarlang langsung kepada karyawan PT. International Business Futures Surabaya. Metode analisis dalam penelitian ini menggunakan analisis regresi linier berganda dengan alat bantu program SPSS (*Statistic Product and Service Solution*).

Hasil penelitian menunjukkan bahwa kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. International Business Futures Surabaya, *reward* berpengaruh positif dan signifikan terhadap kinerja karyawan PT. International Business Futures Surabaya, dan *punishment* berpengaruh positif dan tidak signifikan terhadap kinerja karyawan pada PT. International Business Futures Surabaya.

**Kata Kunci :** Kepemimpinan, *Reward*, *Punishment*, Kinerja Karyawan



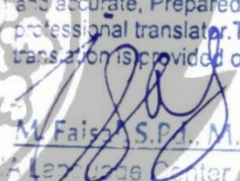
## **ABSTRACT**

*This research aimed to find out the amount of effect of leadership, reward, and punishment on the employees' performance at PT. International Business Futures Surabaya.*

*The research was causal-comparative with quantitative as the approach. Moreover, the data collection technique used saturated sampling. The population was all employees at PT. International Business Futures Surabaya, consisting of 81 employees. Furthermore, the instrument in data collection technique used questionnaires. The questionnaires were directly distributed to the employees at PT. International Business Futures Surabaya. Additionally, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution).*

*The result showed that leadership had a positive and significant effect on the employees' performance at PT. International Business Futures Surabaya. Likewise, reward had a positive and significant effect on the employees' performance at PT. International Business Futures Surabaya. Similarly, punishment had a positive and insignificant effect on the employees' performance at PT. International Business Futures Surabaya.*

**Keywords:** *Leadership, Reward, Punishment, Employees' Performance*

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