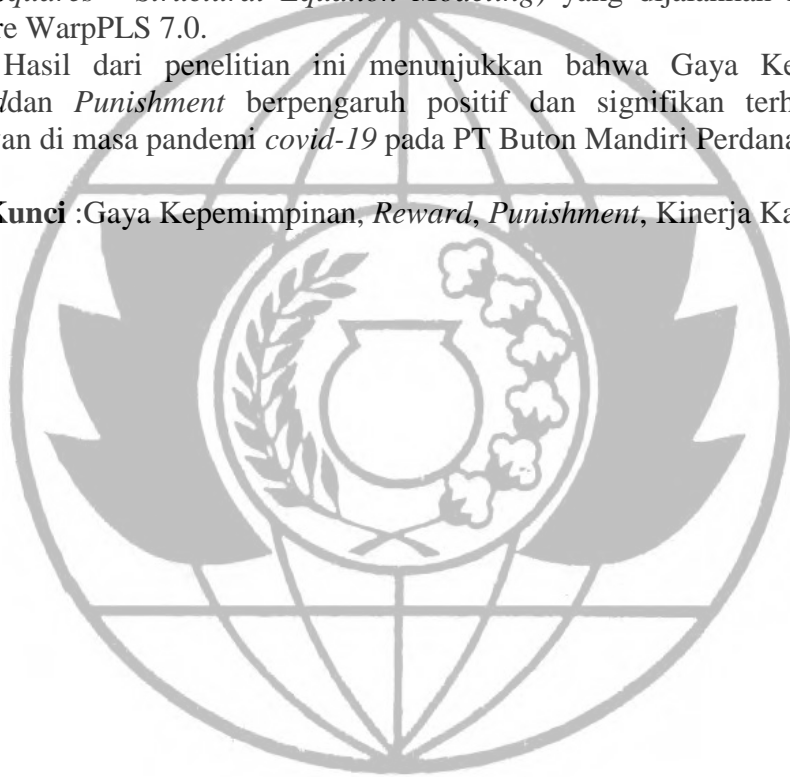


ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah gaya kepemimpinan, *reward* dan *punishment* berpengaruh signifikan secara langsung terhadap kinerja karyawan di masa pandemi *covid-19* pada PT Buton Mandiri Perdana. Jenis penelitian ini adalah penelitian kuantitatif yang menggunakan kuisisioner sebagai media pengumpulan data. Data yang terkumpul merupakan respon dari 44 orang karyawan PT Buton Mandiri Perdana. Metode sampling yang digunakan dalam penelitian ini adalah teknik pengambilan sampel jenuh. Metode penentuan sampel jenuh atau total sampling (semua anggota populasi digunakan sebagai sampel). Metode analisis dalam penelitian ini menggunakan SEM-PLS (*Partial Least Squares - Structural Equation Modeling*) yang dijalankan menggunakan software WarpPLS 7.0.

Hasil dari penelitian ini menunjukkan bahwa Gaya Kepemimpinan, *Reward* dan *Punishment* berpengaruh positif dan signifikan terhadap kinerja karyawan di masa pandemi *covid-19* pada PT Buton Mandiri Perdana.

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



ABSTRACT

This research aimed to find out whether leadership style, rewards, and punishment had a direct significant effect on the employees' performance during the covid-19 pandemic at PT Buton Mandiri Perdana. The research was quantitative with questionnaires as the data collection media. Furthermore, the data collected was a response from 44 employees at PT Buton Mandiri Perdana. Moreover, the research data sampling method used saturated sample collection techniques. The saturated sampling method or total sampling i.e a sampling method used by all members of the population. Meanwhile, the research analysis method used SEM-PLS (Partial Least Squares-Structural Equation Modeling) with WarpPLS 7.0 software.

The research result showed that leadership style had a positive and significant effect on employees' performance. Likewise, rewards had a positive and significant effect on employees' performance. Similarly, the punishment had a positive and significant effect on the employees' performance during the covid-19 pandemic at PT Buton Mandiri Perdana.

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

I certify that this translation is true and accurate. Prepared by a professional translator. This translation is provided on this day 1/9/22

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