

ABSTRAK

Penelitian ini bertujuan mengetahui dan menganalisis pengaruh *Reward*, *Punishment* dan Disiplin Kerja Terhadap Kinerja Karyawan CV Ohana Official. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan yang bekerja di CV Ohana Official.

Teknik pengambilan sampel menggunakan sampling jenuh dengan jumlah sampel yang digunakan adalah sebanyak 40 responden. Metode penelitian ini adalah kuantitatif dengan menggunakan alat bantu kuesioner. Data yang digunakan yaitu data primer. Analisis yang digunakan didalam penelitian ini adalah Teknik analisis regresi linear berganda, dengan menggunakan alat bantu SPSS (*Statistical Product and Service Solution*) versi 26.0.

Hasil Penelitian menunjukkan bahwa *Reward* berpengaruh positif dan signifikan terhadap kinerja karyawan, karena semakin tinggi *Reward* yang diberikan, maka kinerja karyawan akan semakin meningkat. *Punishment* berpengaruh positif dan signifikan terhadap kinerja karyawan, karena semakin tinggi nilai *Punishment* yang diberikan, maka akan terciptanya nilai tinggi pada kinerja karyawan. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, karena semakin tinggi disiplin kerja yang diberikan, maka akan terciptanya kinerja karyawan yang efektif. Hasil dari Uji Validitas dari setiap indikator variabel menunjukkan valid dan layak digunakan dalam penelitian. Hasil dari Koefisien determinasi sebesar 0,765 atau 76,5% dan 23,5% dijelaskan oleh variabel lain yang tidak dimasukkan dalam model ini.

Kata Kunci : *Reward*, *Punishment*, disiplin kerja, kinerja karyawan

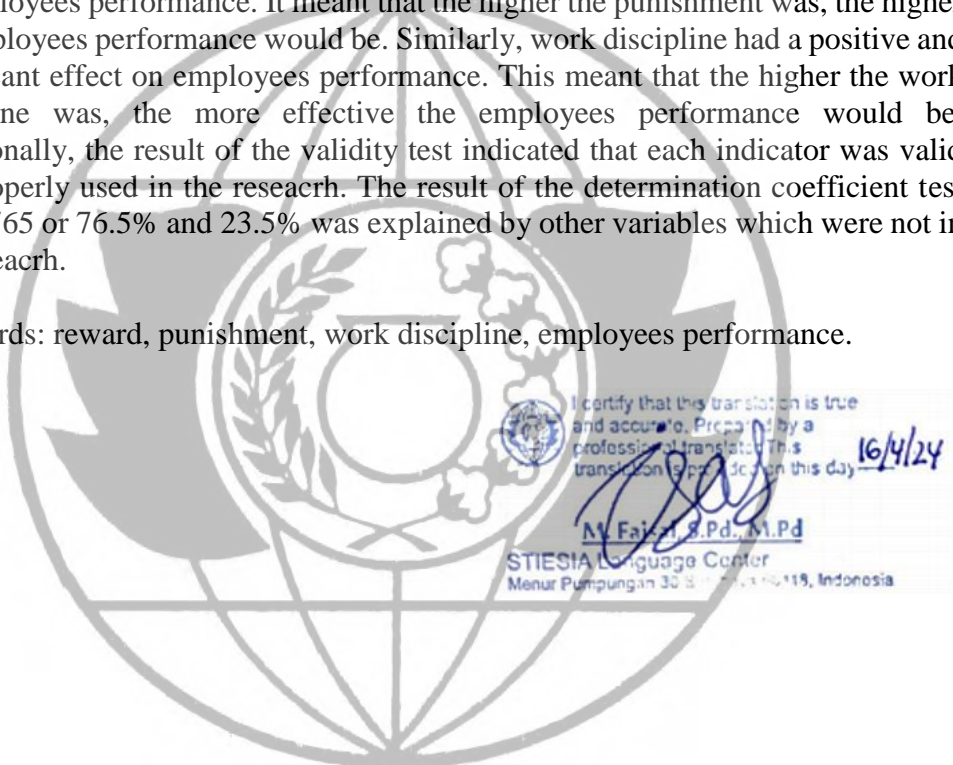
ABSTRACT

This Research aimed to determine and analyze the effect of reward, punishment and work discipline on employees performance. The population was all employees who worked at CV Ohana Official.

The data collection technique used saturated sampling with 40 respondents as the sample. Moreover, the research was quantitative. The data were primary with a questionnaire as the instrument in the data collection technique. The data analysis technique used multiple linear regression with SPSS 26.0.

The result showed that rewards had a positive and significant effect on employees performance. The higher the rewards were, the higher the employees performance would be, likewise, punishment had a positive and significant effect on employees performance. It meant that the higher the punishment was, the higher the employees performance would be. Similarly, work discipline had a positive and significant effect on employees performance. This meant that the higher the work discipline was, the more effective the employees performance would be. Additionally, the result of the validity test indicated that each indicator was valid and properly used in the research. The result of the determination coefficient test was 0.765 or 76.5% and 23.5% was explained by other variables which were not in the research.

Keywords: reward, punishment, work discipline, employees performance.



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