

ABSTRACT

Agus Basyari, Management, Faculty of Economics and Business, University of Trunojoyo Madura. This study is about The Effect of Reward and Punishment on Employee Performance at PT. Surya Persada Sentosa With Productivity As Intervening Variable. Under the guidance of Drs. Ec, Mudji Kuswinarno, M. Si

This study takes an the property company, PT. Surya Persada Sentosa is one of the companies implementing a fairly strict reward and punishment system. The objective of this study is to determine The Effect of Reward and Punishment on Employee Performance at PT. Surya Persada Sentosa With Productivity As Intervening Variable simultaneously and partially. This study uses a descriptive quantitative method with a survey of the respondents from employees of PT. Surya Persada Sentosa. The sampling technique uses simple random sampling method with 48 respondents which is analyzed using Path analysis. The results of this study are (1) Reward partially (individually) has a significant effect on the employee performance which can be seen at the $t_{count} > t_{table}$, which is $(2,442 > 1,796)$ with a significance value of $t < \alpha$, that is $(0.001 < 0.05)$. (2) Punishment partially (individually) has a significant effect on employee performance which can be seen at the $t_{count} > t_{table}$, which is $(2,167 > 1,796)$ with a significance value of $t < \alpha$, that is $(0.009 < 0.05)$. (3) Reward partially (individually) has a significant effect on productivity which can be seen at the value of $t_{count} > t_{table}$, which is $(2,369 > 1,796)$ with a significance value of $t < \alpha$, which is $(0,018 < 0.05)$. (4)) Punishment partially (individually) has a significant effect on productivity which can be seen at the value of $t_{count} > t_{table}$, which is $(1,979 > 1,796)$ with a significance value of $t < \alpha$, which is $(0,032 < 0.05)$ (5) productivity partially (individually) has a significant effect on the employee performance which can be seen at the $t_{count} > t_{table}$, which is $(7,234 > 1,796)$ with a significance value of $t < \alpha$, that is $(0.000 < 0.05)$. (6)Reward through productivity simultaneously (together) has a significant effect on employee performance which can be seen on the value of $F_{count} > F_{table}$ which is $(21,228 > 2,82)$ with a significance value of $t < \alpha$, that is $(0,000 < 0.05)$ (7) Punishment through productivity simultaneously (together) has a significant effect on employee performance which can be seen on the value of $F_{count} > F_{table}$ which is $(21,228 > 2,82)$ with a significance value of $t < \alpha$, that is $(0,000 < 0.05)$

Keywords: Reward, Punishment, Productivity, and Employee performance.

ABSTRAK

Agus Basyari, Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Trunojoyo Madura. Skripsi ini mengenai Pengaruh *Reward* Dan *Punishment* Terhadap Kinerja Karyawan PT. Surya Persada Sentosa Dengan Produktivitas Sebagai Variabel Intervening. Dibawah bimbingan Drs. Ec, Mudji Kuswinarno, M. Si

Penelitian ini mengambil dari perusahaan property, PT. Surya Persada Sentosa adalah salah satu perusahaan menerapkan sistem imbalan dan hukuman yang cukup ketat. Tujuan penelitian ini untuk mengetahui pengaruh *reward* dan *punishment* terhadap kinerja karyawan melalui produktivitas sebagai variabel intervening pada perusahaan PT. Surya Persada Sentosa Bangkalan secara simultan dan parsial. Penelitian ini menggunakan metode kuantitatif dengan survey dari responden karyawan PT. Surya Persada Sentosa. Teknik pengambilan metode simple random sampling sebanyak 48 responden dan dianalisis menggunakan analisis *Path* (jalur). Hasil dari studi ini adalah (1) *reward* secara parsial (individu) signifikan berpengaruh terhadap kinerja karyawan yang dapat diketahui pada nilai $t_{hitung} > t_{tabel}$, yaitu sebesar $(2,442 > 1,796)$ dengan nilai signifikansi $t < \alpha$ yaitu $(0,001 < 0,05)$. (2) *punishment* secara parsial (individu) signifikan berpengaruh terhadap kinerja karyawan yang dapat diketahui pada nilai $t_{hitung} > t_{tabel}$ yaitu sebesar $(2,167 > 1,796)$ dengan nilai signifikansi $t < \alpha$ yaitu $(0,009 < 0,05)$. (3) *reward* secara parsial (individu) signifikan berpengaruh terhadap produktivitas yang dapat diketahui pada nilai $t_{hitung} > t_{tabel}$ yaitu sebesar $(2,369 > 1,796)$ dengan nilai signifikansi $t < \alpha$ yaitu $(0,018 < 0,05)$. (4) *punishment* secara parsial (individu) signifikan berpengaruh terhadap produktivitas yang dapat diketahui pada nilai $t_{hitung} > t_{tabel}$ yaitu sebesar $(1,979 > 1,796)$ dengan nilai sig $t < \alpha$ yaitu $(0,023 < 0,05)$ (5) produktivitas secara parsial signifikan berpengaruh terhadap kinerja karyawan yang dapat diketahui pada nilai $t_{hitung} > t_{tabel}$ yaitu sebesar $(7,234 > 1,796)$ dengan nilai signifikansi $t < \alpha$ yaitu $(0,000 < 0,05)$. (6) *reward* melalui produktivitas secara simultan signifikan berpengaruh terhadap kinerja karyawan yang dapat diketahui pada nilai $F_{hitung} > F_{tabel}$ yaitu sebesar $(21,228 > 2,82)$ dengan nilai signifikansi $t < \alpha$ yaitu $(0,000 < 0,05)$. (7) *punishment* melalui produktivitas secara simultan signifikan berpengaruh terhadap kinerja karyawan yang dapat diketahui pada nilai $F_{hitung} > F_{tabel}$ yaitu sebesar $(21,228 > 2,82)$ dengan nilai signifikansi $t < \alpha$ yaitu $(0,000 < 0,05)$.

Kata kunci: *Reward*, *Punishment*, *Produktivitas*, dan Kinerja karyawan