

PENGARUH *REWARD* DAN *PUNISHMENT*
TERHADAP KINERJA KARYAWAN
PT SARI DUMAI OLEO
(Studi Kasus Pada Oleochemical Plant Sari Dumai Oleo)

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Abstrak

Penelitian ini bertujuan untuk menganalisis bagaimana pengaruh *reward* dan *punishment* terhadap kinerja karyawan di PT Sari Dumai Oleo. Jenis penelitian yang digunakan adalah asosiatif. Populasi dalam penelitian adalah karyawan PT Sari Dumai Oleo. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah *Nonprobability Sampling* dengan teknik *snowball sampling*, dengan jumlah responden sebanyak 100 responden. Metode analisis data yang digunakan adalah analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa *reward* berpengaruh signifikan terhadap kinerja karyawan dengan nilai $t_{hitung} > t_{Tabel}$ sebesar $7,348 > 1.985$ dan nilai signifikan sebesar 0,000. Karena nilai signifikan kurang dari 0,05, maka H_0 ditolak dan H_a diterima. *Punishment* berpengaruh signifikan terhadap kinerja karyawan dengan nilai $t_{hitung} > t_{Tabel}$ sebesar $5,014 > 1.985$ dan nilai signifikan sebesar 0,000. Karena nilai signifikansi kurang dari 0,05, maka H_0 di tolak dan H_a diterima. *Reward* dan *Punishment* berpengaruh signifikan terhadap kinerja karyawan dengan nilai $F_{hitung} > F_{Tabel}$ Sebesar $107.284 > 3,098$ dan nilai signifikan sebesar 0,000. Karena nilai signifikansi kurang dari 0,05, maka H_0 ditolak dan H_a diterima. Pengaruh *reward* dan *punishment* terhadap kinerja karyawan PT Sari Dumai Oleo adalah sebesar 68,2% Dan sisanya 31,8% dipengaruhi oleh variabel lain yang tidak di teliti seperti kepemimpinan, motivasi kerja, dan budaya organisasi.

Kata Kunci : *Reward*, *Punishment*, Kinerja Karyawan, PT Sari Dumai Oleo

**THE INFLUENCE OF REWARD AND PUNISHMENT
ON EMPLOYEE PERFORMANCE
PT SARI DUMAI OLEO
(Studi Kasus Pada Oleochemical Plant Sari Dumai Oleo)**

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Abstract

This study aims to analyze the influence of reward and punishment on employee performance at PT Sari Dumai Oleo. The type of research used is associative. The population in this study consists of employees of PT Sari Dumai Oleo. The sampling technique used is Nonprobability Sampling with the snowball sampling method, involving a total of 100 respondents. The data analysis method employed is multiple linear regression analysis. The results of the study indicate that reward has a significant effect on employee performance, with a t-count value greater than the t-table ($7.348 > 1.985$) and a significance value of 0.000. Since the significance value is less than 0.05, the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. Punishment also has a significant effect on employee performance, with a t-count value greater than the t-table ($5.014 > 1.985$) and a significance value of 0.000. Since the significance value is less than 0.05, the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. Reward and punishment simultaneously have a significant effect on employee performance, with an F-count value greater than the F-table ($107.284 > 3.098$) and a significance value of 0.000. As the significance value is less than 0.05, the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The influence of reward and punishment on the performance of employees at PT Sari Dumai Oleo is 68,2%, and the remaining 31,8% is influenced by other variables not examined in this study, such as leadership, work motivation, and organizational culture.

Keywords: Reward, Punishment ,Employee Performance