

ABSTRAK

Penelitian ini berjudul “Pengaruh reward dan punishment terhadap kepuasan kerja dan dampaknya pada kinerja karyawan di PT.Ici Paint Indonesia Cabang Surabaya” yang bertujuan untuk mengetahui pengaruh langsung maupun tidak langsung reward dan punishment terhadap kinerja karyawan. Penelitian ini menggunakan jenis penelitian kuantitatif deskriptif dengan populasi seluruh karyawan divisi operasional PT. Ici Paint Indonesia Cabang Surabaya dan sampel penelitian ini berjumlah 30 responden. Metode pengumpulan data yang digunakan adalah wawancara, survey dan kuisioner dan dianalisis menggunakan analisis regresi dan analisis jalur dengan bantuan aplikasi SPSS 26. Hasil penelitian ini menunjukkan bahwa reward berpengaruh secara signifikan terhadap kepuasan kerja dan kinerja karyawan sebesar 0,376 sedangkan reward pada kinerja karyawan sebesar 0,426, lalu punishment berpengaruh secara signifikan terhadap kepuasan kerja sebesar 0,401 namun tidak berpengaruh terhadap kinerja karyawan, Kepuasan kerja berpengaruh secara signifikan terhadap kinerja karyawan sebesar 0,193. Selain itu, terdapat pengaruh tidak langsung reward terhadap kinerja karyawan melalui kepuasan kerja sebesar 0,169, sedangkan pengaruh tidak langsung punishment terhadap kinerja karyawan melalui kepuasan kerja sebesar 0,153

Kata Kunci: *Reward, Punishment, Kepuasan kerja, Kinerja karyawan*

ABSTRACT

This study entitled "The effect of reward and punishment on job satisfaction and its impact on employee performance at PT.Ici Paint Indonesia Surabaya Branch" which aims to determine the direct and indirect effect of reward and punishment on employee performance. This research uses descriptive quantitative research with a population of all employees of the operational division of PT. Ici Paint Indonesia Surabaya Branch and the sample of this study was 30 respondents. Data collection methods used were interviews, surveys and questionnaires and were analyzed using regression analysis and path analysis with the help of the SPSS 26 application. The results of this study indicate that reward has a significant effect on job satisfaction and employee performance by 0.376 while reward on employee performance is 0.426. Then punishment has a significant effect on job satisfaction of 0.401 but it has no effect on employee performance. Job satisfaction has a significant effect on employee performance by 0.193. In addition, there is an indirect effect of reward on employee performance through job satisfaction of 0.169, while the indirect effect of punishment on employee performance through job satisfaction is 0.153.

Keywords: Reward, Punishment, Job Satisfaction, Employee Performance