

ABSTRAK

Penelitian ini berjudul "Pengaruh Rewards, punishment, budaya organisasi terhadap persepsi prestasi kerja di Ayam Nelongso Cabang Mojokerto". Penelitian ini dilakukan dengan menggunakan metode kuantitatif. Dengan populasi 40 orang karyawan di ayam nelongso cabang Mojokerto. Pengumpulan data dengan menggunakan kuisioner. Alat uji yang digunakan adalah analisis linear berganda dengan software SPSS 26.

Tujuan dari penelitian ini adalah : untuk mengetahui dan membuktikan variabel rewards, punishment, budaya organisasi secara simultan berpengaruh terhadap persepsi prestasi kerja di Ayam goreng Nelongso. Berdasarkan hasil analisis didapatkan bahwa reward, punishment, budaya organisasi terhadap persepsi prestasi kerja dimana diperoleh nilai F hitung sebesar 12,946 > dari F tabel sebesar 2.87 dengan taraf signifikansi 0,000 yang artinya reward, punishment, budaya organisasi berpengaruh positif terhadap persepsi prestasi kerja. Variabel reward nilai t hitung sebesar 2,804 lebih besar dari t tabel sebesar 2,02809 dengan taraf signifikansi 0,000 sehingga menyatakan H1 diterima. Variabel Punishment nilai t hitung sebesar -0,643 lebih kecil dari t tabel sebesar 2,02809 dengan taraf signifikansi lebih besar dari 0,05 yaitu 0,524 yang artinya tidak ada hubungan antara punishment terhadap prestasi kerja menyatakan H2 ditolak, variabel budaya organisasi berpengaruh positif terhadap persepsi prestasi kerja nilai t hitung sebesar 4,385 lebih besar dari t tabel 2,02809 dengan taraf signifikansi 0,000 yang artinya ada hubungan antara budaya organisasi. Variabel Reward yang paling mempengaruhi prestasi kerja karyawan.

Kata kunci: *Reward, Punishment, Budaya Organisasi, Persepsi prestasi kerja*

ABSTRACT

This study entitled "The effect of rewards, punishment, organizational culture on perceptions of work performance in Ayam Nelongso, Mojokerto Branch." This research was conducted using the quantitative method. With a population of 40 employees at Ayam Nelongso, Mojokerto branch. Data collection using a questionnaire. The test tool used is multiple linear analysis with SPSS 26 software.

The purpose of this study were: to determine and prove the rewards, punishment, organizational culture variables simultaneously influence the perceptions of work performance in Nelongso Fried Chicken. Based on the results of the analysis, it is found that reward, punishment, organizational culture on perceptions of work performance where the F calculated value is $12.946 >$ from the F table of 2.87 with a significant level of 0.000 , which means reward, punishment, organizational culture have a positive effect on perceptions of work performance. The reward variable t count value of 2.804 is greater than the t table of 2.02809 with a significant rate of 0.000 , so that H_1 is accepted. 0.05 , namely 0.524 , which means that there is no relationship between punishment on work performance, which means that H_2 is rejected, organizational culture variables have a positive effect on perceptions of work performance. The t value of 4.385 is greater than t table 2.02809 with a significant level of 0.000 , which means there is a relationship between organizational culture. . Reward variables that most influence employee work performance.

Keywords: Reward, Punishment, Organizational Culture, Perception of work performance