

ABSTRAK

Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif..Alat uji yang digunakan adalah teknik analisis regresi linier berganda dengan *Software* SPSS 21.Setelah dilakukan pengujian atas hipotesis yang diajukan, maka diperoleh nilai koefisien regresi variabel Kepemimpinan terhadap Kinerja Karyawan berpengaruh signifikan dengan nilai sig $0.047 < 0.05$, sedangkan nilai koefisien regresi variabel Reward terhadap Kinerja Karyawan berpengaruh signifikan dengan nilai sig $0.008 < 0.05$, untuk variabel Punishment berpengaruh signifikan terhadap Kinerja Karyawan dengan nilai sig $0.000 < 0.05$.Nilai uji F dalam penelitian ini menunjukkan bahwa nilai F hitung $79.259 > F$ tabel 3.33 dengan tingkat signifikan sebesar $0.000 < 0.05$, yang artinya Ketiga variabel bebas yaitu Kepemimpinan, Reward, dan Punishment secara simultan berpengaruh terhadap Kinerja Karyawan. Hasil uji T variabel Kepemimpinan mempunyai nilai t hitung sebesar $2.083 > t$ tabel yaitu sebesar 2.03693, yang artinya variabel Kepemimpinan berpengaruh secara parsial terhadap Kinerja Karyawan, hasil uji T variabel Reward mempunyai nilai t hitung sebesar $2.857 > t$ tabel yaitu sebesar 2.03693, yang artinya variabel Reward berpengaruh secara parsial terhadap Kinerja Karyawan, sedangkan hasil uji T variabel Punishment mempunyai nilai t hitung sebesar $12.114 > t$ tabel yaitu sebesar 2.03693, yang artinya variabel Punishment berpengaruh secara parsial terhadap Kinerja Karyawan.

Kata Kunci :Kepemimpinan, Reward, Punishment, Kinerja Karyawan

ABSTRACT

This research was conducted using a quantitative approach. The test instrument used was multiple linear regression analysis techniques with SPSS 21 software. After testing the proposed hypothesis, the regression coefficient value of the variable leadership on employee performance had a significant effect with a sig value of 0.047 <0.05. , while the regression coefficient value of Reward variable on employee performance has a significant effect with a sig value of 0.008 <0.05, for the Punishment variable has a significant effect on employee performance with a sig value of 0.000 <0.05. The value of the F test in this study shows that the value of F counts 79,259 > F table 3.33 with a significant level of 0.000 <0.05, which means that the three independent variables, namely leadership, reward, and punishment simultaneously have an effect on employee performance. The results of the T test for the Leadership variable have a t value of 2.083 > t table, which is 2.03693, which means that the variable of leadership has a partial effect on employee performance, the results of the T test for the variable Reward have a t value of 2.857 > t table, which is 2.03693, which means the variable Reward has a partial effect on employee performance, while the results of the t test for the Punishment variable have a t value of 12,114 > t table, which is 2.03693, which means that the Punishment variable has a partial effect on employee performance.

Keywords: Leadership, Reward, Punishment, Employee Performance