ABSTRAK

Penelitian ini bertujuan untuk mengetahui bahwa penerapan e-kinerja, *reward*, dan *punishment* terhadap kinerja yang akan mendorong sistem kerja dan kinerja karyawan, yakni tentang Pengaruh Penerapan E-Kinerja, *Reward*, dan *Punishment* Terhadap Kinerja Karyawan PT. Bank Rakyat Indonesia (Persero) Tbk. Cabang Sidoarjo Unit Tropodo. Penelitian ini menggunakan penelitian kuantitatif dan teknik pengambilan sampel yaitu *non* probability atau dengan cara menyebar kuesioner kepada karyawan PT. Bank Rakyat Indonesia (Persero) Tbk. Cabang Sidoarjo Unit Tropodo sebanyak 30 orang. Alat Uji yang digunakan untuk pengolahan data dengan menggunakan *software* SPSS versi 26. Setelah dilakukan pengujian atas hipotesis yang diajukan, maka diperoleh hasil analisis data penelitian yang telah dilakukan secara parsial dan simultan yaitu menunjukkan bahwa secara parsial E-Kineja berpengaruh signifikan terhadap Kinerja, menunjukkan bahwa secara parsial *Reward* berpengaruh signifikan terhadap Kinerja, menunjukkan bahwa secara parsial *Punishment* berpengaruh signifikan terhadap Kinerja, menunjukkan bahwa secara simultan E-Kinerja, *Reward*, dan *Punishment* berpengaruh signifikan terhadap Kinerja.

Kata Kunci : E-Kinerja, Reward, Punishment, Kinerja

ABSTRACT

This study aims to determine that the application of E-Performance, Reward, and Punishment to Performance that will encourage the work system and employee performance, namely the Effect of the Implementation of E-Kinerja, Reward, and Punishment on Employee Performance PT. Bank Rakyat Indonesia (Persero) Tbk. Tropodo Unit Sidoarjo Branch. This study uses quantitative research and sampling techniques, namely non-probability or by distributing questionnaires to employees of PT. Bank Rakyat Indonesia (Persero) Tbk. Sidoarjo Branch Tropodo Unit as many as 30 people. The test equipment used for data processing using SPSS version 26 software. After testing the proposed hypothesis, the results of research data analysis that have been carried out partially and simultaneously show that partially E-Performance have a significant effect on Performance, indicating that partially Reward have a significant effect on Performance, indicating that partially Punishment have a significant effect on Performance, indicating that simultaneously E-Performance, Reward, and Punishment have a significant effect on Performance.

Keywords : E-Performance, Reward, Punishment, Performance