

***THE EFFECT OF REWARD AND PUNISHMENT ON EMPLOYEE WORK  
MOTIVATION AT PT ANGKASA PURA II PERSERO LAMPUNG***

***ABSTRACT***

***By***

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*This study aims to determine the magnitude of the influence of reward, punishment, on work motivation at PT Angkasa Pura II Persero Lampung at Radin Inten II Airport Lampung. The population in this study were employees at PT Angkasa Pura II at the airport in the Human Resource Department and Finance (HRGA) section, and the sample took the entire population using the nonprobability sampling method. The results showed that the Reward and Punishment variables partially had a positive and significant effect on motivation at PT Angkasa Pura II Persero at Radin Inten II Airport Lampung. The results of the study also show that reward and punishment simultaneously have a significant effect on work motivation at PT Angkasa Pura II Lampung at Radin Inten II Airport Lampung. Meanwhile, based on the coefficient of determination (R<sup>2</sup>) of 0.779 or 77.9%. This shows that 77.9% of the variables (reward and punishment) are dependent on the dependent variable (Employee Work Motivation Decisions), while the remaining 22.1% is explained by other variables not tested in this study.*

***Keywords:*** *Reward, Punishment, Work Motivation, PT Angkasa Pura II*

**PENGARUH *REWARD* DAN *PUNISHMENT* TERHADAP MOTIVASI  
KERJA KARYAWAN PADA PT ANGKASA PURA II PERSERO  
LAMPUNG**

**ABSTRAK**

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Penelitian ini bertujuan untuk mengetahui besaran pengaruh *Reward*, *Punishment*, terhadap motivasi kerja di PT Angkasa Pura II Persero Lampung pada Bandar Udara Radin Inten II Lampung. Populasi dalam penelitian ini adalah karyawan pada PT Angkasa Pura II di Bandar udara bagian *Human resource departement and finance* (HRGA), dan sampel mengambil keseluruhan dari populasi dengan menggunakan metode pengambilan sampel *nonprobability* sampling. Hasil penelitian menunjukkan bahwa variabel *Reward*, dan *Punishment* secara parsial berpengaruh positif dan signifikan terhadap motivasi di PT Angkasa pura II persero pada Bandar Udara Radin Inten II Lampung. Hasil penelitian juga menunjukkan bahwa *reward*, dan *Punishment* secara simultan berpengaruh signifikan terhadap motivasi kerja di PT Angkasa Pura II lampung pada Bandar Udara Radin Inten II Lampung . Sedangkan berdasarkan pada koefisen determinasi ( $R^2$ ) sebesar 0,779 atau 77,9 %. Hal ini menunjukkan bahwa sebesar 77,9% variabel (*reward* dan *punishment*) terhadap variabel terikat (Keputusan Motivasi Kerja Karyawan), sedangkan sisanya 22,1% dijelaskan oleh variabel lain yang tidak diuji dalam penelitian ini.

**Kata Kunci:** *Reward*, *Punishment*, Motivasi Kerja, PT Angkasa Pura II