

***THE EFFECT OF MOTIVATION, REWARD AND PUNISHMENT ON  
EMPLOYEES PERFORMANCE AT PT J&T EXPRESS PESAWARAN  
REGENCY***

***ABSTRACT***

***By***

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*This study aims to determine the magnitude of the influence of motivation, reward and punishment on the performance of employees of PT J&T Express Pesawaran Regency. The population in this study were employees of PT J&T Express Pesawaran Regency with a total of 85 employees using a non-probability sampling method. The results of the first study show that the motivational variable partially has a positive and insignificant effect on the performance of employees of PT J&T Express, Pesawaran Regency. The results of the second and third studies show that the reward and punishment variables partially have a positive and significant effect on employee performance. The results of the fourth study show that motivation, reward and punishment simultaneously have a positive and significant effect on the performance of employees of PT J&T Express, Pesawaran Regency. The coefficient of determination in this study shows a value of 35.1% and the remaining 64.9% is explained by other variables not tested in this study.*

*Keywords: Motivation, Reward, Punishment, Performance*

# **PENGARUH MOTIVASI, *REWARD* DAN *PUNISHMENT* TERHADAP KINERJA KARYAWAN PT J&T EXPRESS KABUPATEN PESAWARAN**

## **ABSTRAK**

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Penelitian ini bertujuan untuk mengetahui besaran pengaruh motivasi, *reward* dan *punishment* terhadap kinerja karyawan PT J&T Express Kabupaten Pesawaran. Populasi dalam penelitian ini adalah karyawan PT J&T Express Kabupaten Pesawaran dengan jumlah 85 karyawan menggunakan metode pengambilan sampel *non probability sampling*. Hasil penelitian pertama menunjukkan bahwa variabel motivasi secara parsial berpengaruh positif dan tidak signifikan terhadap kinerja karyawan PT J&T Express Kabupaten Pesawaran. Hasil penelitian kedua dan ketiga menunjukkan bahwa variabel *reward* dan *punishment* secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil penelitian keempat menunjukkan bahwa motivasi, *reward* dan *punishment* secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan PT J&T Express Kabupaten Pesawaran. Nilai koefisien determinasi pada penelitian ini menunjukkan nilai sebesar 35,1% dan sisanya sebesar 64,9% dijelaskan oleh variabel lain yang tidak diuji penelitian ini.

**Kata Kunci:** Motivasi, *Reward*, *Punishment*, Kinerja