

## ABSTRAK

**Rafrodo Sihombing, NIM 7142210029. “Pengaruh *Reward* dan *Punishment* Terhadap Disiplin Kerja Karyawan Matahari Department Store Thamrin Plaza Medan”**

Penelitian ini bertujuan untuk mengetahui pengaruh *reward* dan *punishment* terhadap disiplin kerja karyawan Matahari Department Store Thamrin Plaza Medan, dimana terdapat populasi sebanyak 88 orang dan menggunakan teknik pengambilan sampel yaitu *total sampling*. Teknik pengambilan data yang digunakan ialah melalui penyebaran kuesioner. Uji prasyarat analisis meliputi uji validitas dan normalitas, uji multikolinearitas, dan uji heteroskedastisitas. Teknik analisis data dengan menggunakan uji t, uji f, regresi linear berganda dan uji koefisien determinan.

Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan *reward* terhadap disiplin kerja karyawan Matahari Department Store Thamrin Plaza Medan, dengan  $t_{hitung} 9,289 > t_{tabel} 1,66088$  dan nilai signifikansinya lebih kecil dari 0,05 yaitu 0,000, (2) terdapat pengaruh positif dan signifikan *punishment* terhadap disiplin kerja karyawan Matahari Department Store Thamrin Plaza Medan, dengan  $t_{hitung} 8,389 > t_{tabel} 1,66088$  dan nilai signifikansinya lebih kecil dari 0,05 yaitu 0,000 (3) terdapat pengaruh positif dan signifikan *reward* dan *punishment* terhadap disiplin kerja karyawan Matahari Department Store Thamrin Plaza Medan dengan  $F_{hitung} 148,723 > F_{tabel} 3,10$  dan nilai signifikansinya lebih kecil daripada 0,05 yaitu 0,000.

**Kata kunci : *reward*, *punishment* dan disiplin kerja**



## ABSTRACT

**Rafrodo Sihombing, NIM 7142210029. "The Effect of Reward and Punishment on Employee Discipline of Matahari Department Store Thamrin Plaza Medan"**

This study aims to determine the effect of reward and punishment on the work discipline of employees of Matahari Department Store Thamrin Plaza Medan, where there is a population of 88 people and uses sampling techniques namely total sampling. The data collection technique used is through questionnaires. Analysis prerequisite tests include validity and normality tests, multicollinearity tests, and heteroscedasticity tests. Data analysis techniques using t test, f test, multiple linear regression and determinant coefficient test.

The results showed that (1) there was a positive and significant effect of reward on the work discipline of employees of Matahari Department Store Thamrin Plaza Medan, with t count  $9,289 > t$  table 1.66088 and the significance value was smaller than 0.05, namely 0.000, (2) positive and significant influence of punishment on the work discipline of Matahari Department Store Thamrin Plaza Medan employees, with t count  $8,389 > t$  table 1.66088 and the significance value smaller than 0.05, namely 0.000 (3) there is a positive and significant effect of reward and punishment on employee work discipline Matahari Department Store Thamrin Plaza Medan with F count  $148,723 > F$  table 3,10 and the significance value is smaller than 0.05, which is 0,000.

**Keywords: reward, punishment and work discipline.**

