

## ABSTRAK

**Rizky Aditya Nst. NIM 7123210061 “Pengaruh Reward dan Punishment Terhadap Disiplin Kerja Karyawan PT. ROPY RAY PUTRATAMA”.**

Penelitian ini dilaksanakan dengan tujuan untuk mengetahui pengaruh pemberian reward dan punishment yang ada di PT. ROPY RAY PUTRATAMA. Populasi dalam penelitian ini adalah seluruh karyawan di tiap divisi yang berjumlah 85 orang dengan Sampel yang diambil sebanyak 85 orang, penentuan pengambilan Sampel dengan menggunakan Total Sampling. Instrumen atau teknik pengambilan data dalam penelitian ini menggunakan multiple choice yang telah di uji tingkat validitas dan realibilitas nya. Alat analisis yang digunakan adalah analisis regresi linier berganda, uji F dan uji t. Pengolahan data dalam penelitian ini dilakukan dengan menggunakan aplikasi SPSS 20.

Melalui analisis data masing-masing variabel diperoleh persamaan regresi berganda  $Y = 5,755 + 0,448X_1 + 0,353X_2 + e$ . Diperoleh  $R^2$  sebesar 0,451, yang berarti  $X_1$  dan  $X_2$  berpengaruh terhadap variabel Y sebesar 45,1% sedangkan sisanya 54,9% dijelaskan variabel lain diluar penelitian. Uji parsial yang dihasilkan menunjukkan masing-masing variabel reward dan punishment berpengaruh terhadap variabel disiplin kerja, yang artinya hipotesis diterima yaitu Reward dan Punishment secara bersama-sama berpengaruh positif dan signifikan terhadap Disiplin Kerja PT. ROPY RAY PUTRATAMA.

**Kata Kunci : Reward, Punishment, Disiplin Kerja**

## ABSTRACT

**Rizky Aditya Nst. NIM 7123210061 "Effect of Reward and Punishment on Work Discipline of Employees of PT. RPY RAY PUTRATAMA ".**

This research was conducted with the aim to find out the effect of reward and punishment in PT. RPY RAY PUTRATAMA. The population in this study were all employees in each division, amounting to 85 people with samples taken as many as 85 people, determining the sampling using Total Sampling. The instrument or data collection technique in this study uses multiple choices that have been tested for the level of validity and reliability. The analytical tool used is multiple linear regression analysis, F test and t test. Data processing in this study was carried out using the SPSS 20 application.

Through data analysis each variable obtained by the multiple regression equation  $Y = 5.755 + 0.448X_1 + 0.353X_2 + e$ . Obtained  $R^2$  of 0.451, which means  $X_1$  and  $X_2$  affect the  $Y$  variable by 45.1% while the remaining 54.9% is explained by other variables outside the study. The resulting partial test shows that each reward and punishment variable influences the work discipline variable, which means that the hypothesis is accepted that reward and punishment together have a positive and significant effect on the Work Discipline of PT. RPY RAY PUTRATAMA.

**Keywords : Reward, Punishment, Work Discipline**

