# ABSTRAK

**PENGARUH PEMBERIAN *REWARD* DAN *PUNISHMENT* TERHADAP KINERJA PEGAWAI DI RUMAH TAHANAN NEGARA PEREMPUAN KELAS II A MEDAN**

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Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Pemberian *Reward* Dan *Punishment* Terhadap Kinerja Pegawai Di Rumah Tahanan Negara Perempuan Kelas II A Medan. Metode penelitian yang digunakan dalam penelitian ini adalah metode kuantitatif. Teknik pengumpulan data yang digunakan yakni melalui wawancara, dokumentasi, dan angket (kuesioner). Data diproses dengan menggunakan SPSS versi 22.Populasi dalam penelitian ini adalah seluruh pegawai di Rumah Tahanan Negara Perempuan Kelas II A Medan yang berjumlah 59 orang. Teknik sampel dalam penelitian ini menggunakan nonprobability sampling dengan metode sampling jenuh dimana seluruh populasi dijadikan sampel. Hasil penelitian menggunakan uji t (parsial) menunjukkan bahwa *Reward* berpengaruh secara signifikan terhadap Kinerja dengan nilai thitung sebesar 2,143 > ttabel 2,002 dan taraf signifikan 0,036 < 0,05 dan bahwa *Punishment* berpengaruh secara signifikan terhadap Kinerja dengan nilai thitung sebesar 4,586 > ttabel 2,002 dengan taraf signifikan 0,000 < 0,05. Hasil penelitian menggunakan uji F (Simultan) menunjukkan bahwa *Reward* dan *Punishment* secara serentak berpengaruh signifikan terhadap Kinerja dengan nilai Fhitung sebesar 33,892 > Ftabel 3,16 dengan taraf signifikan sebesar 0,000 < 0,05. Berdasarkan perhitungan menggunakan koefisien determinasi diperoleh nilai Adjusted R Square sebesar 0,543 menunjukkan sekitar 54,3% variabel Kinerja dapat dijelaskan oleh variabel *Reward* Dan *Punishment*, sedangkan sisanya sebesar 45,7% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam penelitian ini.

Berdasarkan hasil penelitian tersebut, dapat disimpulkan bahwa *Reward* Dan *Punishment* merupakan faktor yang sangat penting bagi peningkatan Kinerja Pegawai di Rumah Tahanan Negara Perempuan Kelas II A Medan.

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

# *ABSTRACT*

***THE EFFECT OF REWARD AND PUNISHMENT ON THE PERFORMANCE OF EMPLOYEES IN WOMEN'S STATE***

***PENITENTIARY CLASS II A MEDAN***

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*The objective of this research was to find out how much effect reward and punishment on the performance of employees in the Women's State Penitentiary Class II A Medan. The research methods used in this research was quantitative methods. Data collection techniques used were through interviews, documentation, and questionnaires. Data was processed using SPSS version 22. The population in this research was all employees in the Class II A Medan Women's State Penitentiary which amounted to 59 people. The sample technique in this research uses nonprobability sampling with a saturated sampling method where the entire population was sampled. The results of the research using the t (partial) test showed that the Reward significantly affected Performance with a tobserved value of 2,143 > a ttable of 2,002 and a significant level of 0.036 < 0.05 and that Punishment significantly affected Performance with a tobserved value of 4,586 > 2,002 with a significant level of 0.000 < 0.05. The results of the F (Simultaneous) test showed that Reward and Punishment simultaneously had a significant effect on Performance with a Fobserved value of 33,892 > Ftable 3.16 with a significant level of 0.000 < 0.05. Based on calculations was using the coefficient of determination obtained the Adjusted R Square value of 0.543 indicates about 54.3% of performance variables can be explained by reward and punishment variables, while the remaining 45.7% was affected by other variables not included in the research. Based on the results of the research, it could be concluded that Reward and Punishment are very important factors for improving employee performance in The Class II A Medan Women's State Detention House.*

***Keywords: Reward, Punishment, Employee Performance***