

**PENGARUH *REWARD* DAN *PUNISHMENT* TERHADAP
MOTIVASI KERJA YANG BERDAMPAK PADA
KEDISIPLINAN KARYAWAN PT. XYZ PADA PERIODE
WORK FROM HOME (WFH) DI MASA PANDEMI COVID-19**

ABSTRAK

Abstract: *This study aims to explain the effect of reward and punishment variables on employee work motivation and the effect of work motivation on employee discipline. This research uses quantitative methods. The technique used in sampling is survey technique. The sample in this study were 80 employees of PT. XYZ. The research was carried out by distributing a google form online questionnaire. The results showed partial reward had a significant influence on motivation and punishment partially had a non-significant effect on employee motivation at PT. XYZ. Reward and punishment had a simultaneous influence on the work motivation of PT. XYZ employees. In addition, the results of the study also showed that work motivation had a positive influence on employee discipline in PT. XYZ.*

Keywords: *Reward, Punishment, Motivation, Discipline*

Abstrak: *Penelitian ini bertujuan untuk menjelaskan pengaruh variabel reward dan punishment terhadap motivasi kerja karyawan serta pengaruh motivasi kerja terhadap kedisiplinan karyawan. Penelitian ini menggunakan metode kuantitatif. Teknik yang digunakan dalam pengambilan sampel adalah teknik survey. Sampel dalam penelitian ini sebanyak 80 karyawan PT. XYZ. Penelitian dilakukan dengan menyebarkan kuesioner online google form. Hasil penelitian menunjukkan reward secara parsial memiliki pengaruh signifikan terhadap motivasi dan punishment secara parsial memiliki pengaruh tidak signifikan terhadap motivasi kerja karyawan PT. XYZ. Reward dan punishment secara bersama-sama memiliki pengaruh terhadap motivasi kerja karyawan PT. XYZ. Selain itu, hasil penelitian juga menunjukkan motivasi kerja memiliki pengaruh positif terhadap kedisiplinan karyawan PT. XYZ.*

Kata kunci: *Reward, Punishment, Motivasi, Kedisiplinan*