

ABSTRAK

Widianti, Pengaruh Pemberian Penghargaan dan Hukuman Terhadap Kinerja Karyawan PT Calbee Wings Food 2019. Dibawah bimbingan Dr. H. Budi Rismayadi, SE.,MM. dan Enjang Suherman, SE.,MM

Hasil studi pendahuluan ditemukan bahwa kinerja karyawan PT Calbee Wings Food belum optimal. Beberapa faktor penyebab yang ditemukan diduga penghargaan dan hukuman merupakan faktor penting yang paling dominan pengaruhnya. Oleh karena itu masalah yang dirumuskan meliputi : bagaimana pemberian penghargaan, hukuman dan kinerja karyawan PT Calbee Wings Food, bagaimana besaran pengaruh pemberian penghargaan dan hukuman terhadap kinerja karyawan PT Calbee Wings Food baik secara parsial maupun simultan.

Tujuan penelitian ini untuk memperoleh bukti-bukti empirik dan menemukan kejelasan fenomena serta kesimpulan tentang pengaruh pemberian penghargaan dan hukuman terhadap kinerja karyawan di PT Calbee Wings Food.

Skripsi ini diharapkan dapat memberikan sumbangan bagi pengembangan ilmu ekonomi umumnya dan khususnya manajemen sumber daya manusia.

Penelitian ini dilakukan dengan menggunakan metode deskriptif yaitu : mengumpulkan, menyajikan, menganalisis dan membuat kesimpulan dan saran. Dari hasil analisis data penelitian di peroleh beberapa kesimpulan sebagai berikut : (1) Penghargaan di PT Calbee Wings Food berada pada skala baik dengan skor total 918,9. (2) Hukuman di PT Calbee Wings Food berada pada skala baik dengan skor total 960,2. (3) Kinerja Karyawan di PT Calbee Wings Food berada pada skala baik dengan skor total 965,7. (4) Pengaruh Parsial Penghargaan Terhadap Kinerja Karyawan PT Calbee Wings Food sebesar $0,660 > 0,05$ dan nilai t hitung $0,441 < t$ tabel 1,969. (5) Pengaruh Parsial Hukuman Terhadap Kinerja Karyawan PT Calbee Wings Food sebesar $0,004 < 0,05$ dan nilai t hitung $9,358 > t$ tabel 1,969. (6) Pengaruh Simultan Penghargaan dan Hukuman Terhadap Kinerja Karyawan PT Calbee Wings Food sebesar $0,000 < 0,05$ dan nilai F hitung $96,944 > F$ tabel 3,03.

Dari hasil penelitian ini dapat disimpulkan bahwa penghargaan dan hukuman terdapat pengaruh simultan terhadap kinerja karyawan.

Kata Kunci : Penghargaan, Hukuman dan Kinerja Karyawan

ABSTRACT

Widianti, the effect of awarding appreciation and punishment on employee performance of PT Calbee Wings Food 2019. Under the guidance of Dr. H. Budi Rismayadi, SE., MM. and Enjang Suherman, SE., MM

Preliminary study results were found that the employee performance of PT Calbee Wings Food was not optimal. Several causal factors found to be alleged awards and penalties are the most dominant factors of influence. Therefore the problems that are formulated include: how the award, Punishment and performance of employees of PT Calbee Wings Food, how the influence of appreciation and punishment on the performance of employees of PT Calbee Wings Food both partially and simultaneously.

The purpose of this research is to obtain empirical evidence and find clarity of phenomena and conclusions about the influence of award-giving and legal performance of the public employees at PT Calbee Wings Food.

This thesis is expected to be a contribution to the development of economic sciences generally and especially human resource management.

The research is done using a descriptive method that is: collecting, presenting, analyzing and making conclusions and suggestions. From the results of the analysis of research data obtained several conclusions as follows: (1) The award at PT Calbee Wings Food is on a scale well with a total score of 918.9. (2) The penalty at PT Calbee Wings Food is on a scale well with a total score of 960.2. (3) Employee performance at PT Calbee Wings Food is on a scale well with a total score of 965.7. (4) Partial influence of appreciation on employee performance of PT Calbee Wings Food $0.660 > 0.05$ and the value T count $0.441 < t$ table 1.969.5. (5) Effect of partial punishment on employee performance of PT Calbee Wings Food of $0.004 < 0.05$ and Value t count $9.358 > T$ table 1.969. (6) Simultaneous influence of awards and penalties on the performance of employees of PT Calbee Wings Food $0.000 < 0.05$ and the value F count $96.944 > F$ table 3.03.

The results of this research can be concluded that the awards and penalties have a simultaneous influence on employee performance.

Keywords: personnel, punishment and employee performanc

