

ABSTRAK

PENGARUH REWARD DAN PUNISMENT TERHADAP KINERJA PEGAWAI DINAS PENDIDIKAN DAN KEBUDAYAAN PROVINSI LAMPUNG YANG DIMODERASI OLEH VARIABEL DISIPLIN

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Kinerja pegawai merupakan salah satu faktor penting dalam keberhasilan suatu organisasi, termasuk di lingkungan dinas pendidikan dan kebudayaan. kinerja yang baik dari pegawai akan berdampak positif pada pencapaian tujuan organisasi, pelayanan publik, dan peningkatan kualitas pendidikan serta kebudayaan di daerah tersebut. Namun, untuk mencapai kinerja yang optimal, diperlukan motivasi dan pengelolaan sumber daya manusia yang efektif. Salah satu pendekatan yang banyak digunakan untuk meningkatkan kinerja pegawai adalah melalui pemberian reward (penghargaan) dan punishment (hukuman). Namun, dalam praktiknya, penerapan reward dan punishment di lingkungan birokrasi pemerintah, termasuk dinas pendidikan dan kebudayaan, seringkali belum berjalan optimal. beberapa pegawai merasa bahwa sistem penghargaan tidak mencerminkan kinerja secara objektif, dan hukuman yang diberikan tidak sesuai dengan tingkat pelanggaran yang dilakukan, adapun Tujuan dari penelitian ini adalah Menganalisis Pengaruh reward terhadap kinerja pegawai, Menganalisis Pengaruh punishment terhadap kinerja pegawai, Menganalisis apakah disiplin mampu memoderasi antara reward terhadap kinerja pegawai. Menganalisis apakah disiplin mampu memoderasi antara punishment terhadap kinerja pegawai. Metode yang digunakan dalam penelitian ini adalah menggunakan metode survei, pendekatan kuantitatif dengan jumlah responden 65 orang. Teknik pengambilan sampel dalam penelitian ini adalah random sampling. Metode analisis data menggunakan uji Inner Model (MRA) dengan Patch Analisis maka hasil penelitian: H1 Reward mempunyai pengaruh signifikan terhadap kinerja, H2 Punishment mempunyai pengaruh signifikan terhadap kinerja, H3 Disiplin mampu memoderasi Reward mempunyai pengaruh signifikan terhadap kinerja, H4 Disiplin mampu memoderasi Punishment mempunyai pengaruh signifikan terhadap kinerja pada dinas Pendidikan dan kebudayaan provinsi lampung.

Kata Kunci : Reward, Punishment, Disiplin, Patch Analisis

ABSTRACT

THE EFFECT OF REWARDS AND PUNISHMENT ON EMPLOYEE PERFORMANCE IN THE LAMPUNG PROVINCE EDUCATION AND CULTURE OFFICE, MODERATED BY DISCIPLINE VARIABLES

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Employee performance is a crucial factor in the success of an organization, including the education and culture office. Good employee performance will positively impact the achievement of organizational goals, public services, and improving the quality of education and culture in the region. However, achieving optimal performance requires effective motivation and human resource management. One widely used approach to improving employee performance is through rewards and punishment. However, in practice, the implementation of rewards and punishments in government bureaucracies, including the Department of Education and Culture, often does not run optimally. Some employees feel that the reward system does not reflect performance objectively, and the punishments given do not correspond to the level of violations committed. The purpose of this study is to analyze the effect of rewards on employee performance, analyze the effect of punishment on employee performance, analyze whether discipline is able to moderate the relationship between rewards and employee performance, and analyze whether discipline is able to moderate the relationship between punishment and employee performance. The method used in this study is a survey method, a quantitative approach with a total of 65 respondents. The sampling technique in this study was random sampling. The data analysis method used the Inner Model (MRA) test with Patch Analysis. The results of the study are: H1: Reward has a significant effect on performance, H2: Punishment has a significant effect on performance, H3: Discipline can moderate Reward has a significant effect on performance, H4: Discipline can moderate Punishment has a significant effect on performance in the Department of Education and Culture of Lampung Province.

Keywords: Reward, Punishment, Discipline, Patch Analysis