

## ABSTRAK

**Wahyu Pranatasya. Pengaruh Reward dan Punishment Terhadap Kinerja Pegawai PT Asuransi Jiwasraya Cabang Medan. Skripsi Manajemen Sumber Daya Manusia Universitas Islam Sumatera Utara, 2023.**

Tujuan penelitian untuk menganalisis dan mengetahui *reward* berpengaruh terhadap kinerja pegawai di PT. Asuransi Jiwasraya Cabang Medan. Untuk menganalisis dan mengetahui *punishment* berpengaruh terhadap kinerja pegawai di PT. Asuransi Jiwasraya Cabang Medan. Untuk menganalisis dan mengetahui *reward* dan *punishment* berpengaruh terhadap Kinerja Pegawai di PT Asuransi Jiwasraya Cabang Medan. Populasi dalam penelitian ini seluruh Pegawai PT Asuransi Jiwasraya Cabang Medan yang berjumlah 35 pegawai. Analisis yang digunakan dalam pengujian hipotesis adalah Statistical Package for the Social Sciences (SPSS) versi, 26. Hasil penelitian ini menunjukkan bahwa Secara parsial Reward tidak berpengaruh terhadap kinerja pegawai. Secara parsial *Punishment* berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan Reward dan *Punishment* berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Asuransi Jiwasraya Cabang Medan.

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

## **ABSTRACT**

**Wahyu Pranatasya. The Effect of Reward and Punishment on the Performance of Employees of PT Asuransi Jiwasraya Medan Branch. Human Resource Management Thesis, Islamic University of North Sumatra. 2023**

The purpose of the study is to analyze and find out the rewards affect the performance of employees at PT. Asuransi Jiwasraya Medan Branch. To analyze and find out the effect on employee performance at PT. Asuransi Jiwasraya Medan Branch. To analyze and find out the rewards and punishments affect employee performance at PT Asuransi Jiwasraya Cab Medan. The population in this study was all employees of PT Asuransi Jiwasraya Medan Branch which amounted to 35 employees. The analysis used in hypothesis testing is the Statistical Package for the Social Sciences (SPSS) version, 26. The results of this study show that partial rewards have no effect on employee performance. Partial punishment has a positive and significant effect on employee performance. Simultaneously Reward and Punishment have a positive and significant effect on the performance of PT. Asuransi Jiwasraya Medan Branch.

**Keywords: Reward, Punishment, Performance**