

ABSTRACT

The aim of this research is to know the influence of reward, punishment, and office environment toward the employee performance on working. The method of this research is quantitative method. Double regression was used to analyze the data. The population of this research was all employees of Perum Damri SBU Transjakarta for 1st and 8th corridor. All of them are 170 persons. The sample was taken by Accidental Sampling with Slovin formula and 63 persons as respondents were found. The result of this research is reward and punishment did not have any significant effect as partial toward the employee performance while the office environment has the significant influence as partial in Perum Damri SBU Transjakarta for 1st and 8th corridor. Based on that result, it had better for Perum Damri SBU Transjakarta 1 and 8 corridor to improve the employee performance through the reward, punishment and office environment intensively.

Keywords: *reward, punishment, work environment, employee performance*



ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *reward*, *punishment* dan lingkungan kerja terhadap kinerja kerja karyawan. Penelitian ini menggunakan metode kuantitatif. Populasi penelitian seluruh karyawan Perum Damri SBU Transjakarta Koridor 1 dan 8 sejumlah 170 orang. Teknik pengambilan sampel dengan *Accidental Sampling*, dan jumlah sampel ditentukan dengan rumus *Slovin*, ditemukan 63 orang responden yang dijadikan sampel. Analisa data menggunakan Regresi Linear Berganda. Hasil penelitian ditemukan *reward* dan *punishment* tidak berpengaruh signifikan secara parsial terhadap kinerja karyawan, sedangkan lingkungan kerja memiliki pengaruh yang signifikan secara parsial di Perum Damri SBU Transjakarta Koridor 1 dan 8, oleh karena itu disarankan Perum Damri SBU Transjakarta Koridor 1 dan 8 lebih meningkatkan kinerja karyawan melalui *reward*, *punishment* dan lingkungan kerja secara intensif.

Kata kunci : *reward*, *punishment*, lingkungan kerja, kinerja

