

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh : (1) *reward & punishment* terhadap disiplin kerja (2) motivasi kerja terhadap disiplin kerja (3) lingkungan kerja terhadap disiplin kerja dan (4) pengaruh *reward & punishment*, motivasi kerja, dan lingkungan kerja secara simultan terhadap disiplin kerja. Populasi dalam penelitian ini adalah perwakilan pegawai masing – masing departemen. Sampel diambil sebanyak 120 orang pegawai. Data yang dikumpulkan menggunakan kuesioner dan dianalisis menggunakan analisis regresi linier berganda dengan bantuan program statistical package for *social sciences* (SPSS) for windows versi 25. Hasil penelitian ini menunjukkan bahwa: (1) *reward & punishment* berpengaruh signifikan terhadap disiplin kerja pegawai ditunjukkan dari nilai thitung > ttabel (2,047 > 1.980) atau nilai sig (0.043 < 0.05), (2) motivasi kerja berpengaruh signifikan terhadap disiplin kerja pegawai ditunjukkan dari nilai thitung > ttabel (2,240 > 1.980) atau nilai sig (0.027 < 0.05), (3) lingkungan kerja berpengaruh signifikan terhadap disiplin kerja pegawai ditunjukkan dari nilai thitung > ttabel (2,028 > 1.980) atau nilai sig (0.045 < 0.05), (4) *reward & punishment*, motivasi kerja, dan lingkungan kerja secara simultan terhadap disiplin kerja ditunjukkan dari nilai Fhitung > Ftabel (7,77 > 2,68) atau nilai sig (0.000 < 0.05).

Kata Kunci: *Reward & Punishment*, Motivasi Kerja, Lingkungan Kerja, dan Disiplin Kerja

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ABSTRACT

This study aims to examine the effect of: (1) reward & punishment on work discipline (2) work motivation on work discipline (3) work environment towards work discipline and (4) the effect of reward & punishment, work motivation, and work environment simultaneously on work discipline. The population in this study is the representative of the employees of each department. Samples were taken as many as 120 employees. Data collected using questionnaires and analyzed using multiple linear regression analysis with the help of a statistical package program for social sciences (SPSS) for Windows version 25. The results of this study indicate that: (1) reward & punishment has a significant effect on employee work discipline indicated by $t_{count} > t_{table}$ ($2.047 > 1.980$) or sig value ($0.043 < 0.05$), (2) work motivation has a significant effect on employee work discipline shown from the value of $t_{count} > t_{table}$ ($2.240 > 1.980$) or sig value ($0.027 < 0.05$), (3) the work environment has a significant effect on employee work discipline indicated by the value of $t_{count} > t_{table}$ ($2.028 > 1.980$) or sig value ($0.045 < 0.05$), (4) reward & punishment, work motivation, and work environment simultaneously to the work discipline is shown from the value of $F_{hitung} > F_{table}$ ($7.77 > 2.68$) or sig value ($0.000 < 0.05$).

Keywords: Reward & Punishment, Work Motivation, Work Environment, and Work Discipline



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