

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional, *reward* dan *punishment* terhadap kinerja karyawan PT. Graha Teknik Raya. Populasi dalam penelitian ini adalah 30 karyawan PT. Graha Teknik Raya. Sampel yang digunakan adalah sebanyak 30 karyawan. Metode pengumpulan data menggunakan studi pustaka, kuisioner dan wawancara. Metode analisis data menggunakan (Smart-PLS) versi 3.0. Hasil analisa menunjukkan bahwa Gaya Kepemimpinan Transformasional tidak berpengaruh terhadap kinerja karyawan PT. Graha Teknik Raya. Reward tidak berpengaruh terhadap kinerja karyawan PT. Graha Teknik Raya. dan Punishment berpengaruh terhadap kinerja karyawan PT. Graha Teknik raya.

Kata Kunci: Gaya kepemimpinan Transformasional, *Reward*, *Punishment*, dan Kinerja Karyawan



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## **ABSTRACT**

*This study aims to analyze the effect of transformational leadership style, reward and punishment on the performance of employees of PT. Graha Teknik Raya. The population in this study were 30 employees of PT. Graha Teknik Raya. The sample used is as many as 30 employees. Methods of data collection using literature study, questionnaires and interviews. The data analysis method used (Smart-PLS) version 3.0. The results of the analysis show that the Transformational Leadership Style has no effect on the performance of the employees of PT. Graha Teknik Raya. Rewards have no effect on the performance of employees of PT. Graha Teknik Raya. and Punishment affect the performance of employees of PT. Graha Teknik Raya.*

*Keywords: Transformational Leadership Style, Reward, Punishment, and Employee Performance*



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