

## ABSTRAK

Penelitian ini berfokus pada fenomena penurunan kinerja karyawan yang terjadi di PT Federal International Finance Cabang Jakarta 2 atau biasa disebut dengan FIF Jakarta 2. Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, motivasi dan sistem penghargaan terhadap kinerja karyawan pada PT FIF Jakarta 2. Desain penelitian yang digunakan adalah penelitian deskriptif kuantitatif yang menggunakan total keseluruhan populasi sebanyak 38 responden. Analisis data menggunakan aplikasi Smart PLS yang terdiri dari uji outer model dan inner model. Berdasarkan hasil pengolahan dan analisis data didapatkan hasil penelitian bahwa variabel disiplin kerja positif dan signifikan terhadap kinerja karyawan, variabel motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, serta sistem penghargaan berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: disiplin kerja, motivasi, sistem penghargaan, kinerja karyawan, FIF.



## **ABSTRACT**

*This study focuses on the phenomenon of a decrease in employee performance that occurs at PT Federal International Finance Branch Jakarta 2 or commonly referred to as FIF Jakarta 2. This study aims to analyze the effect of work discipline, motivation and reward system on employee performance at PT FIF Jakarta 2. Research design used is a quantitative descriptive study that uses a total population of 38 respondents. Data analysis uses the Smart PLS application which consists of testing the outer model and inner model. Based on the results of data processing and analysis, it was found that the work discipline variable was positive and significant on employee performance, the motivation variable had a positive and significant effect on employee performance, and the reward system had a positive and significant effect on employee performance.*

*Keywords: work discipline, motivation, reward system, employee performance,*

*FIF.*

