

**The Effect of Reward and Punishment on Employee
Work Motivation at PT Deraya**

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Abstract

This research is a quantitative study with the aim of knowing and proving the effect of reward and punishment on the work motivation of PT Deraya employees. The population and sample used in this study were 65 employees at PT Deraya. In testing data with Smart PLS 3.0. The results showed that (1) Reward had a significant positive effect on Work Motivation, and (2) Punishment had a significant positive effect on Work Motivation.

Keywords: *Reward, Punishment and Work Motivation.*

Pengaruh *Reward* dan *Punishment* Terhadap Motivasi Kerja

Karyawan Pada PT Deraya

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Abstrak

Penelitian ini penelitian kuantitatif dengan tujuan guna mengetahui dan membuktikan pengaruh *reward* dan *punishment* pada motivasi kerja karyawan PT Deraya. Populasi serta sampel yang digunakan dipenelitian ini ialah 65 karyawan pada PT Deraya. Dalam pengujian data dengan *Smart PLS 3.0*. Hasil penelitian menunjukkan bahwa (1) *Reward* mempunyai pengaruh signifikan positif terhadap Motivasi Kerja, dan (2) *Punishment* mempunyai pengaruh signifikan positif terhadap Motivasi Kerja.

Kata kunci: *Reward*, *Punishment*, dan *Motivasi Kerja*.