

ABSTRAK

Setiap organisasi atau perusahaan memerlukan sumber daya untuk mencapai tujuannya. Sumber daya dalam hal ini merupakan sumber energi, tenaga, kekuatan (*power*) yang diperlukan untuk menciptakan daya, gerakan, aktivitas, dan tindakan. Tujuan penelitian untuk mengetahui dan menganalisis Pengaruh Komunikasi, *Reward*, dan *Punishment* terhadap Kinerja Pegawai melalui Disiplin sebagai Variabel *Intervening* di RSD dr. Soebandi. Populasi dalam penelitian ini staf administrasi di RSD dr. Soebandi sebanyak 123 orang. Teknik pengambilan sampel dilakukan menggunakan sampel jenuh (*sensus*). Analisis data dan permodelan persamaan struktural dengan menggunakan software Warp PLS 7.0. Hasil penelitian membuktikan komunikasi berpengaruh positif namun tidak signifikan terhadap kinerja pegawai di RSD dr Soebandi. *Reward* berpengaruh positif namun tidak signifikan terhadap kinerja pegawai di RSD dr Soebandi. *Punishment* berpengaruh positif dan signifikan terhadap kinerja pegawai di RSD dr Soebandi. Komunikasi berpengaruh positif namun tidak signifikan terhadap disiplin kerja di RSD dr Soebandi. *Reward* berpengaruh positif dan signifikan terhadap disiplin kerja di RSD dr Soebandi. *Punishment* berpengaruh positif dan signifikan terhadap disiplin kerja di RSD dr Soebandi. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di RSD dr Soebandi. Komunikasi berpengaruh positif namun tidak signifikan terhadap kinerja pegawai melalui disiplin kerja sebagai variabel mediasi di RSD dr Soebandi. *Reward* berpengaruh positif namun tidak signifikan terhadap kinerja pegawai melalui disiplin kerja sebagai variabel mediasi di RSD dr Soebandi. *Punishment* berpengaruh positif dan signifikan terhadap kinerja pegawai melalui disiplin kerja sebagai variabel mediasi di RSD dr Soebandi.

Kata Kunci: Komunikasi, *Reward*, *Punishment*, Disiplin Kerja, dan Kinerja Pegawai

ABSTRACT

Every organization or company needs resources to achieve its goals. Resources in this case are sources of energy, power, strength (power) needed to create power, movement, activity and action. The aim of the research is to determine and analyze the influence of communication, rewards and punishment on employee performance through discipline as an intervening variable at RSD dr. Soebandi. The population in this study was administrative staff at RSD dr. Soebandi as many as 123 people. The sampling technique was carried out using saturated samples (census). Data analysis and structural equation modeling using Warp PLS 7.0 software. Findings of the research prove that communication has a positive but not significant effect on employee performance at RSD Dr Soebandi. Rewards have a positive but not significant effect on employee performance at RSD Dr Soebandi. Punishment has a positive and significant effect on employee performance at Dr Soebandi Hospital. Communication has a positive but not significant effect on work discipline at RSD Dr Soebandi. Rewards have a positive and significant effect on work discipline at RSD Dr Soebandi. Punishment has a positive and significant effect on work discipline at Dr Soebandi Hospital. Work discipline has a positive and significant effect on employee performance at RSD Dr Soebandi. Communication has a positive but not significant effect on employee performance through work discipline as a mediating variable at RSD Dr Soebandi. Rewards has a positive but not significant effect on employee performance through work discipline as a mediating variable at RSD Dr Soebandi. Punishment has a positive and significant effect on employee performance through work discipline as a mediating variable at Dr Soebandi Hospital.

Keywords: *Communication, Reward, Punishment, work discipline, and performance*