

ABSTRAK

Penelitian ini dilakukan pada BRI Syariah KC Jember, bertujuan untuk mengetahui *Reward* dan *Punishment* Terhadap Komitmen Kerja. Populasi dalam penelitian ini adalah 32 Karyawan. Teknik pengambilan sampel menggunakan populasi sensus. Teknik pengumpulan data menggunakan wawancara, kuesioner, studi pustaka dan alat analisis data menggunakan regresi linier berganda. Berdasarkan hasil penelitian yang diperoleh dari hasil uji t dan uji Determinasi (R^2). Menunjukkan bahwa *Reward* (0,000) dan *Punishment* (0,008) berpengaruh terhadap Komitmen Kerja secara Parsial. Uji koefisien Determinasi (83,6%). Komitmen Kerja karyawan dipengaruhi oleh *Reward* dan *Punishment* sedangkan sisanya dipengaruhi variabel lain diluar penelitian.

Kata Kunci: *Reward*, *Punishment* dan Komitmen Kerja.

ABSTRACT

This research was conducted at the BRI Syariah KC Jember. Aims to find out the Reward and Punishment against a word Commitment. The population in this research is the 32 employees. Sampling techniques using the population census. Data collection techniques using interviews, questionnaires, studies of the literature and analysis of data using multiple linear regression. Based on the research results obtained from test results and test t Determination (R^2). Shows that reward (0,000) and punishment (0,008) to partially work Commitment. Test coefficient Determination (83,6%). Employee commitment influenced by Reward and Punishment while the rest affected variables other than research.

Kata Kunci: *Reward, Punishment and Working Commitme*