

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh kepemimpinan, *reward* dan *punishment* terhadap kinerja karyawan Universitas Muhammadiyah Jember secara parsial. Populasi dalam penelitian ini adalah karyawan tetap Universitas Muhammadiyah Jember. Sampel yang digunakan sebanyak 55 responden, menggunakan teknik *non probability sampling* dengan pendekatan *accidental sampling*. Alat analisis menggunakan regresi linier berganda. Hasil uji t menunjukkan signifikansi kepemimpinan (0,015), *reward* (0,007) dan *punishment* (0,000) lebih kecil dari 0,05, sehingga secara parsial berpengaruh signifikan terhadap kinerja karyawan. Analisis regresi menunjukkan kepemimpinan (0,313), *reward* (0,441), dan *punishment* (0,547) berpengaruh positif terhadap kinerja karyawan. Uji koefisien determinasi menunjukkan bahwa 64,4% kinerja karyawan dipengaruhi oleh kepemimpinan, *reward* dan *punishment*, sedangkan sisanya 35,6% dipengaruhi oleh variabel lain diluar model atau persamaan.

Kata Kunci : Kepemimpinan, *Reward*, *Punishment* dan Kinerja Karyawan.



ABSTRACT

*The purpose of this study was to determine the effect of leadership, reward and punishment on the performance of employees of Muhammadiyah University Jember partially. The population in this study were permanent employees of Muhammadiyah Jember University. The sample used was 55 respondents, using non-probability sampling technique with accidental sampling approach. The analytical tool uses multiple linear regression. The results of the *t* test showed the significance of leadership (0.015), reward (0.007) and punishment (0,000) smaller than 0.05, so that partially significant effect on employee performance. Regression analysis shows leadership (0.313), reward (0.441), and punishment (0.547) have a positive effect on employee performance. Test of the coefficient of determination shows that 64.4% of employee performance is influenced by leadership, reward and punishment, while the remaining 35.6% is influenced by other variables outside the model or equation.*

Keywords: *leadership, reward, punishment and employee performance*

