

ABSTRACT

**THE EFFECT OF WORKLOAD ON EMPLOYEE PERFORMANCE
THROUGH REWARD AND PUNISHMENT
(A Research on Employees of the Sewing Product Division in
PT Hini Daiki Indonesia)**

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The purpose of this study was to determine and analyze workload, reward, punishment, employee performance and the influence of workload on employee performance through reward and punishment of the sewing product division in PT Hini Daiki Indonesia.

The research method used a survey method. Data collection techniques used interviews, questionnaires and documentation studies. The sampling technique in this study used cluster sampling in proportion with a sample size of 75 respondents. The data analysis technique used regression analysis of the mediating variable with the product of coefficient.

Based on the results of the research, it was known that workload was classified as good, reward was classified as very high, punishment was classified as good, and employee performance was classified as high. Based on the results of the analysis, it was known that rewards can mediate a causal relationship between workload and employee performance and punishments can mediate a causal relationship between workload and employee performance. Simultaneously, it can be concluded that workload has a significant effect on employee performance through rewards and simultaneously workload has a significant effect on employee performance through punishments. Partially, workload has significant effect on rewards, partially rewards has significant effect on employee performance, partially workload has significant effect on employee performance, partially workload has a significant effect on and punishment has significant effect on employee performance.

Keyword: Workload, Reward, Punishment, Employee Performance

ABSTRAK
PENGARUH BEBAN KERJA TERHADAP KINERJA KARYAWAN
MELALUI PENGHARGAAN DAN HUKUMAN
(Suatu Penelitian Pada Karyawan Bagian *Sewing* Produksi
PT Hini Daiki Indonesia)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis beban kerja, penghargaan, hukuman, kinerja karyawan, dan pengaruh beban kerja terhadap kinerja karyawan melalui penghargaan dan hukuman pada karyawan bagian *sewing* produksi PT Hini Daiki Indonesia.

Metode penelitian yang digunakan adalah metode survey. Teknik pengumpulan data menggunakan wawancara, kuesioner, dan studi dokumentasi. Teknik pengambilan sampel pada penelitian ini menggunakan *cluster sampling* yang diproporsikan dengan ukuran sampel sebanyak 75 responden. Teknik analisis data menggunakan analisis regresi mediasi dengan metode *Product Of Coefficient*.

Berdasarkan hasil penelitian diketahui bahwa beban kerja termasuk dalam klasifikasi baik, penghargaan termasuk dalam klasifikasi sangat tinggi, hukuman termasuk dalam klasifikasi baik serta kinerja karyawan termasuk dalam klasifikasi tinggi. Berdasarkan hasil analisis diketahui bahwa penghargaan memediasi hubungan kausal antara beban kerja terhadap kinerja karyawan serta hukuman memediasi hubungan kausal antara beban kerja terhadap kinerja karyawan. Secara simultan dapat disimpulkan bahwa beban kerja berpengaruh signifikan terhadap kinerja karyawan melalui penghargaan serta secara simultan beban kerja berpengaruh signifikan terhadap kinerja karyawan melalui hukuman. Secara parsial beban kerja berpengaruh signifikan terhadap penghargaan, secara parsial penghargaan berpengaruh signifikan terhadap kinerja karyawan, secara parsial beban kerja berpengaruh terhadap kinerja karyawan, secara parsial beban kerja berpengaruh signifikan terhadap hukuman, dan secara parsial hukuman berpengaruh signifikan terhadap kinerja karyawan bagian *sewing* produksi PT Hini Daiki Indonesia.

Kata Kunci: Beban Kerja, Penghargaan, Hukuman, Kinerja Karyawan