

ANALISIS PEMBERIAN REWARD DAN PUNISHMENT TERHADAP KINERJA PEGAWAI DI KANTOR BPBD KABUPATEN KARO

ABSTRAK

Penelitian ini dilakukan di Kantor Badan Penanggulangan Bencana Daerah Kabupaten Karo yang berada di Jalan Letjend Djamin Ginting No. 62 Kabanjahe. Penelitian ini bertujuan untuk mengetahui pengaruh variabel Reward (X1) dan Punishment (X2) terhadap Kinerja Pegawai (Y) pada kantor Badan Penanggulangan Bencana Daerah Kabupaten Karo, baik secara simultan maupun parsial. Pada penelitian ini teknik penentuan sampel yang digunakan adalah Observasi, Wawancara dan Dokumentasi. Jumlah sampel pada penelitian ini adalah 63 pegawai Badan Penanggulangan Bencana Daerah Kabupaten Karo. Jenis penelitian yang digunakan adalah Metode penelitian Kualitatif dan penelitian ini menggunakan delapan (8) indikator yaitu Gaji, Upah, Insetif, Tunjangan, Penghargaan Interpersonal, Hukuman Ringan, Hukuman sedang, Hukuman Berat. Berdasarkan hasil penelitian setelah melakukan analisis dan pembahasan masalah, penulis menyimpulkan bahwa tingkat analisis reward dan Punishment pegawai Kantor Badan Penanggulangan Bencana Daerah BPBD Karo masih Belum Baik, dan masih banyak pegawai yang belum melaksanakan Tugasnya dengan baik, dan Kurang memberikan Reward yang baik, dan masih banyak yang Melakukan pelanggaran Punishment. Kesimpulannya Penelitian ini bertujuan untuk meningkatkan Reward dan Punishment di Kantor Badan Penanggulangan Bencana Daerah BPBD Kabupaten Karo Karena ini sangat Penting dilakukan.

Kata Kunci : Reward, Punishment, Kinerja Pegawai

ANALYSIS OF REWARD AND PUNISHMENT ON EMPLOYEE PERFORMANCE AT BPBD KARO OFFICE

ABSTRACT

This research was conducted at the Office of the Regional Disaster Management Agency of Karo Regency which is located at Jalan Letjend Djamin Ginting No. 62 Kabanjahe. This study aims to determine the effect of Reward (X1) and Punishment (X2) variables on Employee Performance (Y) at the Karo Regency Regional Disaster Management Agency, either simultaneously or partially. In this study, the sampling technique used was Observation, Interview and Documentation. The number of samples in this study were 63 employees of the Karo Regency Regional Disaster Management Agency. The type of research used is a qualitative research method and this study uses eight (8) indicators, namely Salary, Wages, Incentives, Allowances, Interpersonal Rewards, Light Punishments, Moderate Punishments, and Severe Punishments. Based on the results of the study after analyzing and discussing the problem, the authors conclude that the level of analysis of rewards and punishments for employees of the Karo BPBD Regional Disaster Management Agency is still not good, and there are still many employees who have not carried out their duties properly, and do not give good rewards, and still many commit Punishment violations. In conclusion, this study aims to increase Reward and Punishment at the district Karo BPBD Regional Disaster Management Agency Office because this is very important to do.

Keywords: Reward, Punishment, Employee Performance