

The Influence of Reward, Punishment, and Work Culture on Employee Performance PT Pratama Palm Abadi

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ABSTRACT

This study aims to determine how much influence Reward, Punishment, and Work Culture have on employee performance by conducting tests using SPSS version 23. This research was conducted on respondents who were employees at PT Pratama Palm Abadi with a total sample size of 70 respondents. This research uses quantitative methods and the analysis used is multiple linear regression analysis. The results of the first regression analysis prove that reward (X1) has a significant effect on employee performance, which means that H1 is proposed to be accepted. With the increase in rewards, it has a positive impact on improving employee performance. This means that reward has a positive effect on employee performance. The second regression result proves that punishment (X2) has a positive effect on employee performance, which means that H2 is accepted. It is very necessary to be firm in giving punishment so that it can improve the discipline of employee performance. The third regression result proves that work culture (X3) has a positive effect on employee performance, which means that the proposed H3 is accepted. The higher the work culture, the effect of increasing employee performance. Together the Reward (X1), Punishment (X2) and Work Culture (X3) variables have a positive effect on employee performance.

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1. INTRODUCTION

Human resources have a very important role in the company because one of the factors determining the success or failure of a company in achieving its goals requires the efforts of its human resources. Companies must implement a good human resource management strategy for the survival and progress of the company. The company must make efforts to empower human resources that aim to improve the performance of each individual and of course, the company's performance will also increase (Adha et al., 2019). Where every performance carried out by employees in the company will have a huge impact on the company's success in achieving goals.

Performance is a form of results achieved by employees in their work according to certain criteria, where driving indicators that can be the basis for improving employee quality such as leadership style, work environment, work motivation, and most importantly employee health. According to Rismawati and Mattalata (2018), performance is a condition that must be known and confirmed to certain parties to determine the level of achievement of the results of an agency in

relation to the vision carried out by a company or company and to determine the positive and negative impacts of an operational policy, employee performance reflects employee behavior in the workplace as an application of skills, abilities, and knowledge, which contributes or values to organizational goals. An employee who has the ability to accordance with organizational expectations sometimes does not have high morale so his performance is not as expected (Muhammad Affandi, 2022).

With the achievements made by employees for their performance in the company, every employee wants a reward that is commensurate with what they give to the company and the same as what other employees with similar jobs receive. In a broader sense, rewards are designed to attract, retain, and encourage employees to work more productively. In improving employee performance, several factors influence, including setting fair and appropriate Rewards and Punishments to employees for the work performance they produce. Giving rewards in the form of appreciation and recognition to employees creates a good work climate and punishment is a guarantor of minimizing errors and decreasing performance.

Rewards reflect company goals and are linked to multi-dimensional measures that will drive the performance of people and the organization as a whole. How far a person contributes to the achievement of the company's goals according to the measure. The vision and mission of the organization are the basis for determining a person's reward system. According to Sunarto et al. (2017), a reward is a form of appreciation to obtain professional employees. Meanwhile, according to Puspawati (2022), rewards can affect job satisfaction and employee performance which is something individual. Each individual has a different level of satisfaction according to the value system that applies to him. However, in theory, reward is one of the tools to increase performance motivation for employees. Thus, the higher the assessment of the activity is felt to be in accordance with individual desires, the higher the satisfaction with the activity. Thus, satisfaction is an evaluation that describes a person's feelings of pleasure or displeasure, satisfaction, or dissatisfaction. In contrast to rewards, there is punishment as a form of punishment made by the company to provide lessons so that employees can make every effort in accordance with company regulations.

According to Aditya Dimas (2022), rewards and punishments are very important in motivating employee performance. Because through rewards and punishments, employees will become more qualified and responsible for the tasks assigned. Motivating employees, will improve their performance so that it can spur employees to improve the quality of work. And according to Ivancevich, Konopaske, and Matteson (2018), if the rights are related to rewards as a stimulus for improving performance, then there is a need for punishment as a guarantor of minimizing errors and decreasing performance.

Work culture is a habit or behavior that is carried out repeatedly in every routine and there are no strict sanctions for breaking it, but the habit here is intended to be a positive habit (Adha et al, 2019). Meanwhile, according to Hidayat (2017), work culture is a philosophy based on a view of life as values that become traits, habits, and also drivers that are cultivated in a group and are reflected in attitudes into behavior, ideals, opinions, views and actions that are manifested as work. Work culture has a strong relationship with performance improvement because, with the creation of a disciplined work culture that is applied in accordance with company values and rules, it will become a good habit and improve the work of employees. This is also in accordance with research conducted by Enrico (2019) with research results stating that work culture has a positive influence on employee performance.

The same research conducted by Eni Nurmiyati (2019) shows that punishment has no effect on employee performance. Based on some of the previous research that the researchers have described, there are different and varied results, therefore the researcher wants to examine further on this topic. Researchers conducted research at PT Pratama Plam Abadi where this company is engaged in plantations that manage oil palm with 70 employees based on preliminary observations that researchers conducted in the field on the object of research, namely PT Pratama Palm Abadi, researchers found a phenomenon related to the provision of rewards, punishments, and work culture on the performance of PT Pratama Palm Abadi employees.

Regarding the work culture or work habits of PT Pratama Palm Abadi employees, starting from the dress code that has been determined according to the schedule, the routine that is carried out every Monday morning, namely the apple and the holiday schedule on Sundays. Furthermore, habits related to greetings to fellow employees are applied which become the work culture of PT Pratama Palm Abadi employees.

2. RESEARCH METHOD

This research, research uses a type of quantitative approach that emphasizes the analysis of numerical data starting with data collection, data interpretation, and display of processed results with statistical methods. This study aims to examine the effect of reward, punishment, and work culture on employee performance.

The author collects primary data by distributing questionnaires with a Likert scale model. The population is the totality of each element to be studied that has the same characteristics, it can be an individual from a group, event or something to be studied (Handayani, 2020). In this study, the population amounted to 70 employees at PT Pratama Palm Abadi. In this study, researchers used a non-probability sample, namely a saturated sample. Saturated samples are part of the entire population sampled, so the sample in this study was 70 employees.

The analysis technique used in this study to test the hypothesis uses multiple regression analysis. Multiple regression analysis is used to determine the effect of the independent variable on the dependent variable. And the correlation test determines the strength of the relationship between the correlation of the two variables and the measure used to determine the degree or strength of the correlation relationship. And the classic assumption test is carried out to produce an accurate data analysis and should be free from classical assumptions.

3. RESULTS AND DISCUSSIONS

The results of the validity test have been described in the output of SPSS Version 23. contains the total statistical value of each statement that has been given to respondents, it can be seen if the results of $r_{\text{count}} > r_{\text{table}}$. So that the two-sided r_{table} value with a significance of 5% or a confidence level of 95% can be determined according to the number of respondents (n). This 5% significance level means the error rate of 100% of the questionnaires distributed or equivalent to 0.05. If the significance level is 0.05, the smaller error value of the tested data. With n numbering 70 people, the free degree is $n-3 = 67$. The two-sided r_{table} value at $df = 67$ with 5% significance is 0.236. If r_{count} is greater than r_{table} and the r value is positive, then the question item is said to be valid. Valid is a measurement of the level of authenticity and accuracy and can see whether the questionnaire distributed has a high level of authenticity or not. The results of the SPSS output of the validity test determined from each variable can be seen in the following table:

Table 1. Validity Test Results X_1 (Reward)

Variable	Question item	Correlation Item Total	R table	Description
Reward	X_{1_1}	0,732	0,236	Valid
	X_{1_2}	0,852	0,236	Valid
	X_{1_3}	0,579	0,236	Valid
	X_{1_4}	0,820	0,236	Valid
	X_{1_5}	0,834	0,236	Valid
	X_{1_6}	0,667	0,236	Valid
	X_{1_7}	0,490	0,236	Valid
	X_{1_8}	0,582	0,236	Valid

Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 1. it can be explained that all questionnaire question items on variable X_1 (Reward) are declared valid because r_{count} is greater than r_{table} , the measurement results are obtained precisely, and valid data is produced. Valid data is data that is in accordance with the actual situation. This means stating that the statement data is true, valid, and acceptable (Octaviani, 2019).

Table 2. Validity Test Results X_2 (Punishment)

Variable	Question item	Correlation Item Total	R table	Description
Punishment	X_{2_1}	0,718	0,236	Valid
	X_{2_2}	0,693	0,236	Valid
	X_{2_3}	0,643	0,236	Valid
	X_{2_4}	0,650	0,236	Valid
	X_{2_5}	0,546	0,236	Valid
	X_{2_6}	0,648	0,236	Valid
	X_{2_7}	0,347	0,236	Valid
	X_{2_8}	0,342	0,236	Valid

Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 2. it can be explained that all questionnaire question items on variable X_2 (Punishment) are declared valid because r_{count} is greater than r_{table} , the measurement results are obtained precisely, and valid data is produced. Valid data is data that matches the actual situation. This means stating that the statement data is true, valid, and acceptable (Octaviani, 2019).

Table 3. Validity Test Results X_3 (Work Culture)

Variable	Question item	Correlation Item Total	R table	Description
Work Culture	X_{2_1}	0,678	0,236	Valid
	X_{2_2}	0,809	0,236	Valid
	X_{2_3}	0,767	0,236	Valid
	X_{2_4}	0,736	0,236	Valid
	X_{2_5}	0,701	0,236	Valid
	X_{2_6}	0,325	0,236	Valid

Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 3. it can be explained that all questionnaire question items on variable X_3 (Work Culture) are declared valid because r_{count} is greater than r_{table} to obtain precise measurement results and produce valid data. Valid data is data that matches the actual situation. This means stating that the statement data is true, valid, and acceptable (Octaviani, 2019).

Table 4. Y Validity Test Results (Employee Performance)

Variable	Question item	Correlation Item Total	R table	Description
Work Culture	Y_1	0,839	0,236	Valid
	Y_2	0,865	0,236	Valid
	Y_3	0,851	0,236	Valid
	Y_4	0,767	0,236	Valid
	Y_5	0,810	0,236	Valid
	Y_6	0,813	0,236	Valid
	Y_7	0,413	0,236	Valid
	Y_8	0,369	0,236	Valid

Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 4. it can be explained that all questionnaire question items on variable Y (Employee Performance) are declared valid because r_{count} is greater than r_{table} , the measurement results are obtained correctly, and valid data is produced. Valid data is data that matches the actual situation. This means stating that the statement data is true, valid, and acceptable (Octaviani, 2019).

Reliability Test

The reliability test according to Sugiyono, is the extent to which the measurement results using the same object will produce the same data. Reliable is a measurement to see if the questionnaire and data distributed are reliable or can be proven. The reliability test uses Cronbach's alpha with a significant level of 5%. The instrument is called reliable when $r_{alpha} (\alpha) > 0.6$ but if $r_{alpha} (\alpha)$ is less than 0.6 the instrument is called unreliable.

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The results of the SPSS output reliability test obtained from each variable can be seen in the following table:

Table 5. Reliability Test X_1 (Reward)

Cronbach's Alpha	N of Items
,848	8

Based on Table 5. it has been explained that all statement items for variable X_1 (Reward) are declared reliable because Cronbach's alpha value is greater than the critical value of 0.60. The SPSS output results show a Cronbach's alpha value of 0.848 with a total of 8 questions, so it can be said that the questionnaire is reliable. Reliable is the extent to which the measurement of data remains consistent after being carried out repeatedly on the subject and under the same conditions.

Table 6. Reliability Test X_2 (Punishment)

Cronbach's Alpha	N of Items
,703	8

Based on Table 6. it has been explained that all statement items for variable X_2 (Punishment) are declared reliable because Cronbach's alpha value is greater than the critical value of 0.60. The SPSS output results show a Cronbach's alpha value of 0.703 with a total of 8 items, so it can be said that the questionnaire is reliable. It can be said that data is considered reliable if it provides consistent results for the same measurement.

Table 7. Reliability Test X_3 (Work Culture)

Reliability Statistics	
Cronbach's Alpha	N of Items
,744	6

Based on Table 7. it has been explained that all statement items for variable X_3 (Work Culture) are declared reliable because Cronbach's alpha value is greater than the critical value of 0.60. The SPSS output results show a Cronbach's alpha value of 0.744 with a total of 6 items, so it can be said that the questionnaire is reliable. Reliable or accuracy and accuracy in managing data.

Table 8. Reliability Test Y (Employee Performance)

Cronbach's Alpha	N of Items
,868	8

Based on Table 8. it has been explained that all statement items for variable Y (Employee Performance) are declared reliable because Cronbach's alpha value is greater than the critical value of 0.60. The results of the SPSS output the Cronbach's alpha value of 0.868 with a total of 8 items, so it can be said that the questionnaire is reliable or the accuracy and consistency of the data if repeated.

Classical Assumption Test

Normality Test

The Normality Test is intended to test whether the standardized residual values in the regression model are normally distributed or not. The residual value is the difference value between the predicted value and the actual value, in the normality test, this value is useful for measuring whether the data from the questionnaire answers from respondents are normally distributed or not. If the residual value > 0.05 , it can be said that the data measured is normally distributed and declared valid. The residual value is said to be normally distributed if the standardized residual value is mostly close to the average value. In this study, data normality testing was carried out using the Kolmogorof-Sminrov method.

Table 9. Normality Test (Kolmogrof-sminrov Method)

		Unstandardized Residual
N		70
Normal Parameters ^b	Mean	,0000000
	Std. Deviation	4,07956320
Most Extreme Differences	Absolute	,080
	Positive	,055
	Negative	-,080
Test Statistic		,080
Asymp. Sig. (2-tailed)		,200 ^{c,d}

- a. Test distribution is Normal.
 - b. Calculated from data.
 - c. Lilliefors Significance Correction.
 - d. This is a lower bound of the true significance.
- Source: Questionnaire data processed through SPSS version 23 (2022)

Based on Table 9. from the normality test results it has been explained that the sig value. (2-tailed) of 0.200 > 0.05. This means that the standardized residual value is said to be normally distributed. Standardized is in accordance with predetermined provisions.

Multicollinearity Test

The Moltikolinieritas test aims to test whether, in the regression model formed, there is a high or perfect correlation between the independent variables or not. The multicollinearity test can be done with a regression test, with the benchmark VIF (Variable Inflation Factory) and tolerance values, the criteria used are:

1. if the VIF value is around the number 1-10, it is said that there is no multicollinearity problem.
2. if the tolerance value is less than 0.10, then it is not said that there is no multicollinearity problem.

Table 10. Multicollinearity Test
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,638	6,379		1,041	,302		
	Reward	,289	,137	,224	2,112	,038	,879	1,138
	Punishment	,413	,192	,262	2,152	,035	,668	1,498
	Work Culture	,515	,218	,280	2,366	,021	,709	1,410

- a. Dependent Variable: Kinerja Karyawan
- Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 10. from the results of the multicollinearity test carried out, it can be seen that the VIF value of the variable (X1) Reward 1,138 < 10, variable (X2) Punishment 1,498 < 10 and (X3) Work Culture 1,410 < 10. So it can be said that in this study there is no multicollinearity problem between the two independent variables.

Heteroscedasticity Test

The heteroscedasticity test is used to determine whether there is a deviation from the classical assumption of heteroscedasticity, namely the existence of inequality of variance from residuals for all observations in the regression model. The requirement that must be met in the regression model is the absence of heteroscedasticity symptoms. Testing whether or not heteroscedasticity is present uses a scatterplot with the following conditions: "It does not show a certain pattern, for example, an upward pattern to the upper right, or downward to the upper left, or other certain patterns." Apart

from the scatterplot, the researcher also added the Glejser method to test whether heteroscedasticity occurs or not by using the Glejser test. In this heteroscedasticity test with the Glejser test, if the Sig. (significance) of all explanatory variables is not statistically significant ($p > 0.05$), it can be said that the regression equation model does not experience heteroscedasticity.

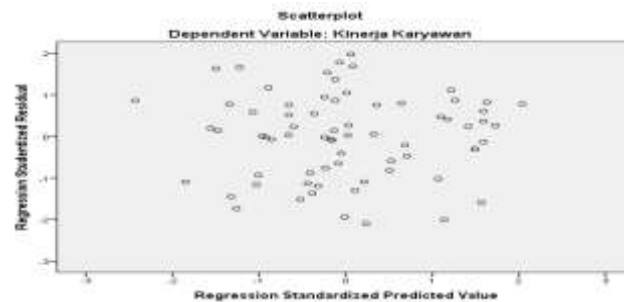


Figure 1. Heteroscedasticity Test

Based on Figure 1, from the results of the heteroscedasticity test using the scatterplot method, it can be seen that the points spread randomly between the number 0 on the Y axis, besides that the dots in the results image do not form a certain pattern. So it can be said that there is no heteroscedasticity problem in the regression model in this study.

Based on the results of the heteroscedasticity test, it shows that the significance value of all variables is > 0.05 including sig. variable X_1 (Reward) of 0.766 is greater than 0.05, sig. X_2 variable (Punishment) of 0.141 is greater than 0.05, and sig. Variable X_3 (Work Culture) of 0.395 is greater than 0.05. So it can be explained that in this study there is no heteroscedasticity problem.

Multiple Linear Regression Analysis

This study uses multiple linear regression analysis methods. Multiple linear regression analysis is a regression in which the dependent variable (Y) is associated or explained by more than one independent variable, which can be two, three, and so on independent variables ($X_1, X_2, X_3 \dots X_N$), but still shows a linear relationship diagram. The results of multiple linear regression analysis in this study are as follows

Table 12. Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,638	6,379		1,041	,302
Reward	,289	,137	,224	2,112	,038
Punishment	,413	,192	,262	-2,152	,035
Work Culture	,515	,218	,280	2,366	,021

a. Dependent Variable: Kinerja Karyawan

Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 12. it can be seen that the results of multiple linear regression analysis obtained, namely the coefficient for the Reward variable is 0.289, Punishment is 0.413, Work Culture is 0.515, and in column B there is a constant value (α) of (6.638). So that the regression equation can be explained as follows:

$$Y' = 6,638 + 0,289\beta_1 + 0,413\beta_2 + 0,515\beta_3 + e$$

1. Konstansta (α) is 6.638, meaning that without Reward, Punishment, and Work Culture, employee performance will decrease by 6.638.
2. The regression coefficient value for the Reward variable is 0.289, which means that if the Reward is increased by 1 while the other variables are constant, it will cause Employee Performance to increase by 0.289.

3. The regression coefficient for the Punishment variable is 0.413, which means that if Punishment is increased by 1 while other variables remain constant, it will cause Employee Performance to increase by 0.413.
4. The regression coefficient for the Work Culture variable is 0.515, which means that if the Work Culture is increased by 1 while the other variables remain constant, it will cause Employee Performance to increase by 0.515.

Hypothesis Test

F Test (Simultaneous)

Table 13. F Test Results (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	608,230	3	202,743	11,652	,000 ^b
	Residual	1148,356	66	17,399		
	Total	1756,586	69			

- a. Dependent Variable: Kinerja Karyawan
- b. Predictors: (Constant), Work Culture, Reward, Punishment

Source: Primary data processed through SPSS version 23.0 (2022).

Based on Table 13. obtained the value of $f_{count} 11,652 > f_{table} 2,74$ and significance $0.000 < 0.05$ then H_0 is rejected and H_a is accepted, it can be explained that Reward, Punishment, and Work Culture simultaneously have a significant effect on Employee Performance.

Test t (Partial)

The t test is used to determine whether in the regression model, the independent variable (X) partially has a significant effect on the dependent variable (Y). If $t_{count} > t_{table}$ and significant value < 0.05 then the hypothesis is accepted. This means that partially the independent variable has a significant effect on the dependent variable.

Table 14. t Test Results (Partial)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,638	6,379		1,041	,302
	Reward	,289	,137	,224	2,112	,038
	Punishment	,413	,192	,262	-2,152	,035
	Word Culture	,515	,218	,280	2,366	,021

- a. Dependent Variable: Employee Performance
- Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 14. it can be explained that each variable effect of Reward, Punishment, and Work Culture on Employee Performance at PT Pratama Palm Abadi is as follows:

1. The influence of variable (X₁) Reward on Employee Performance of PT Pratama Palm Abadi. In Table 4.20 it is obtained that the t_{count} value for the variable (X₁) Reward is 2.112 This means that $t_{count} > t_{table}$ ($2.112 > 1.996$) with a significance of $0.027 < 0.05$. Then H_0 is rejected and H_a is accepted. So it can be said that Reward has a positive and significant effect on the Employee Performance of PT Pratama Palm Abadi.
2. The influence of variable (X₂) Punishment on Employee Performance at PT Pratama Palm Abadi. In Table 4.20 it is obtained that the t_{count} value for the variable (X₂) Punishment is -2.152. This means that $t_{count} > t_{table}$ ($-2.152 < 1.996$) with a significance of $0.039 < 0.05$. Then H_0 is accepted and H_a is rejected. The negative t value indicates that the punishment variable has an opposite relationship with employee performance. Thus the results of statistical calculations that partial

punishment does not significantly affect the performance of employees of PT Pratama Palm Abadi.

- The influence of variable (X_3) Work Culture on Employee Performance at PT Pratama Palm Abadi. In Table 4.20 it is obtained that the t_{count} value for the variable (X_3) Work Culture is 2.366. This means that $t_{count} > t_{table}$ ($2.366 > 1.996$) with a significance of $0.017 < 0.005$. Then H_0 is rejected and H_a is accepted. So it can be said that Punishment has a positive and significant effect on the Employee Performance of PT Pratama Palm Abadi.

R² Test (Coefficient of Determination)

The Coefficient of Determination (R^2) is used to determine the relationship between the independent variable (X) and the dependent variable (Y) simultaneously. This determination test can be seen through the Model Summary table with the help of SPSS 23.

Table 15. R² Test Results (Coefficient of Determination)
Model Summary

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	,588 ^a	,346	,317	4,171

a. Predictors: (Constant), Work Culture, Reward, Punishment

Source: Primary data processed through SPSS version 23.0 (2022)

Based on Table 15. in the Adjust R Square column shows that the percentage contribution of the influence of the independent variable (Reward, Punishment, and Work Culture) on the dependent variable (Employee Performance) is 0.317. Or the variation in the independent variables used in the model is able to explain 32.8% of the variation in the dependent variable. While the remaining 67.2% is influenced or explained by other variables not included in this research model. This means that there are still other independent variables that affect employee performance.

DISCUSSION

The Effect of Reward on Employee Performance at PT Pratama Palm Abadi

Based on the results of data testing between variable X_1 (Reward) $t_{count} > t_{table}$, it can be said that Reward has a positive and significant effect on Employee Performance at PT Pratama Palm Abadi. The analysis results show that Reward has a positive and significant effect on Employee Performance. This shows that the higher the level of employee reward, the higher the employee performance of PT Pratama Palm Abadi.

In this case, it shows that Reward is one of the factors that can support the improvement of employee performance at PT Pratama Palm Abadi. Rewards that affect employee performance can be seen and measured by the high level of salary and bonuses, welfare, career development, and psychological and social rewards.

Effect of Punishment on Employee Performance at PT Pratama Palm Abadi

Based on the results of data testing between variables X_2 (Punishment) it can be said that Punishment has no significant effect on Employee Performance at PT Pratama Palm Abadi. The analysis results show that punishment has no significant effect on employee performance. This shows that the higher the punishment was given to employees, the lower the performance of PT Pratama Palm Abadi employees.

In this case, it shows that punishment is one of the factors that can reduce employee performance at PT Pratama Palm Abadi. Punishment that has no effect on employee performance can be seen and measured through 3 items, namely the provision of light punishment, medium punishment, and severe punishment.

The Effect of Work Culture on Employee Performance at PT Pratama Palm Abadi

Based on the results of data testing between variables X_3 (Work Culture) it can be said that Work Culture has a positive and significant effect on Employee Performance at PT Pratama Palm

Abadi. The analysis results show that Work Culture has a positive and significant effect on Employee Performance. This shows that a better Work Culture owned by employees, will increase discipline and affect the improvement of Employee Performance of PT Pratama Palm Abadi.

In this case, it shows that Work Culture is one of the actors that can support the improvement of employee performance at PT Pratama Palm Abadi. Work Culture that affects employee performance can be seen and measured through 3 items, namely workplace habits, workplace regulations, and basic work culture values.

The Effect of Reward, Punishment, and Work Culture on Employee Performance at PT Pratama Palm Abadi

Based on the results of the calculation of the f_{hitung} value, it can be said that the independent variables, namely (X_1), Reward, (X_2) Punishment, and (X_3) Work Culture have a significant effect together (simultaneously) on Employee Performance at PT Pratama Palm Abadi. Reward, Punishment, and Work Culture have a positive and significant effect on Employee Performance. These three variables can both affect the performance of employees because employees need Rewards in order to make employees more enthusiastic about doing work, the punishment so that employees can be disciplined at work, and support work done to support the achievement of work targets in accordance with the objectives set by PT Pratama Palm Abadi and Work Culture in order to make employees increase discipline in doing work and create good habits at work that can improve the performance of these employees.

In this study, the Work Culture variable is the most dominant / most influential variable on employee performance at PT Pratama Palm Abadi. This means that a good work culture is needed by PT Pratama Palm Abadi employees in improving their performance. Especially at PT Pratama Palm Abadi which has only been operating for about 3 years, of course, it must have employees who have a good level of work culture in order to support their performance and become an added value for PT Pratama Palm Abadi.

4. CONCLUSION

Based on the results of research entitled The Effect of Reward, Punishment and Work Culture on employee performance at PT Pratama Palm Abadi, the following conclusions can be drawn. The reward has a positive and significant effect on employee performance at PT Pratama Palm Abadi. The magnitude of the effect of Reward on Employee Performance can be seen in the t-test. For example, employees who are given salaries and bonuses, welfare, career development, and psychological and social rewards will increase employee performance. Punishment has no significant effect on employee performance at PT Pratama Palm Abadi. The magnitude of the effect of punishment on employee performance can be seen in the t-test. For example, employees are given punishment in the form of reprimands, and warning letters and the more fatal ones can be dismissed. Work Culture has a positive and significant effect on Employee Performance at PT Pratama Palm Abadi. The magnitude of the influence of Work Culture on Employee Performance can be seen in the t-test. For example, employees who always apply the culture and good habits applied by PT Pratama Palm Abadi, for example, employees follow the Apple routine every Monday morning, and the application of the dress code followed by employees will make their employee performance increase. Based on simultaneous testing, the results of the study prove that the independent variables Reward (X_1), Punishment (X_2) and Work Culture (X_3) have a significant influence on the dependent variable Employee Performance (Y) the amount of influence can be seen from the results of simultaneous testing of independent variables on the dependent variable.

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