

ABSTRACT

ANDREAS FERNANDO

03013180074

THE EFFECT OF REWARD SYSTEM AND WORK ENVIRONMENT TOWARD EMPLOYEE PERFORMANCE AT JUJU EATERY

(xvi+78 pages; 7 figures; 47 tables; 6 appendixes)

Juju Eatery experienced a decline in employee performance that can be seen from online reviews due to reward system and work environment. This research aims to investigate reward system and work environment have effect towards employee performance at Juju Eatery.

Reward system and work environment have an important role in shaping employee performance. Reward system and work environment are highly connected with employee performance and company profitability.

In this research, the writer used quantitative research design and IBM SPSS statistics V.25. The writer used descriptive and causal approach. The sampling technique used is accidental sampling. The population will be all customers and sample size was 31 employee at Juju Eatery.

The result of hypothesis test, reward system and work environment influence employee performance, either partial or simultaneous. Furthermore, reward system and work environment have a 47% influence on employee performance. This research also passed the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression test, and the equation is $\text{Employee Performance} = 15.272 + 0.245 \text{ Reward System} + 0.291 \text{ Work Environment} + e$.

Recommendations for Juju Eatery include increasing the bonuses given to employees to encourage employees to be more diligent and more passionate in work and management conducts a special employee recruitment that regulates hygiene so that it can be maintained properly.

Keywords: Reward System and Work Environment, Employee Performance

References: 26 (2017-2020)

ABSTRAK

ANDREAS FERNANDO

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PENGARUH SISTEM REWARD DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN DI JUJU EATERY

(xvi+78 Halaman; 7 Gambar; 47 Tabel; 6 Lampiran)

Juju Eatery mengalami penurunan kinerja karyawan yang dapat dilihat dari ulasan online karena sistem reward dan lingkungan kerja. Penelitian ini bertujuan untuk mengetahui pengaruh sistem reward dan lingkungan kerja terhadap kinerja karyawan di restoran Juju.

Sistem penghargaan dan lingkungan kerja memiliki peran penting dalam membentuk kinerja karyawan. Sistem penghargaan dan lingkungan kerja sangat terkait dengan kinerja karyawan dan profitabilitas perusahaan.

Dalam penelitian ini, penulis menggunakan desain penelitian kuantitatif dan IBM SPSS statistics V. 25. Penulis menggunakan pendekatan deskriptif dan kausal. Teknik sampling yang digunakan adalah accidental sampling. Populasi akan menjadi semua pelanggan dan ukuran sampel adalah 31 karyawan di Juju Eatery.

Hasil uji hipotesis, sistem reward dan lingkungan kerja berpengaruh terhadap kinerja karyawan, baik parsial maupun simultan. Selain itu, sistem penghargaan dan lingkungan kerja memiliki pengaruh sebesar 47% terhadap kinerja karyawan. Penelitian ini juga lolos uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji regresi linier berganda dan persamaan kinerja karyawan = $15,272 + 0,245 \text{ Reward System} + 0,291 \text{ lingkungan kerja} + e$.

Rekomendasi untuk Juju Eatery antara lain meningkatkan bonus yang diberikan kepada karyawan sehingga dapat mendorong karyawan untuk lebih rajin dan lebih bersemangat dalam bekerja dan manajemen melakukan rekrutmen karyawan khusus yang mengatur kebersihan sehingga dapat terjaga dengan baik.

Kata kunci: sistem penghargaan dan lingkungan kerja, kinerja karyawan
Referensi: 26 (2017-2020)