

ABSTRAK

Pemahaman akan kebutuhan karyawan dalam perusahaan memang sangat penting. Setiap perusahaan harus memahami apa saja yang dibutuhkan oleh karyawannya supaya kinerja yang diberikan cenderung positif. Karyawan akan terus mencari arti penting yang dikerjakan didalam pekerjaan tersebut. Karyawan merupakan sumberdaya terpenting untuk perusahaan supaya dapat tercapai tujuan perusahaan. Salah satunya adalah perusahaan milik negara atau biasa dengan sebutan Badan Usaha Milik Negara (BUMN) yang didalamnya terdapat beberapa perusahaan ternama. PT Perkebunan Nusantara X((PG Kremboong) merupakan perusahaan milik negara yang sangat bergerak aktif dibidang industry gula.

Penelitian ini bertujuan untuk Meneliti pengaruh *Ethical Work Climate* terhadap *Proactive Behavior Performance* pada karyawan PTPN X (PG Kremboong), Meneliti pengaruh *Ethical Work Climate* terhadap *Reward System* pada karyawan PTPN X (PG Kremboong), Meneliti pengaruh *Ethical Work Climate* terhadap *Normative Commitment* pada karyawan PTPN X (PG Kremboong), Meneliti pengaruh *Reward System* terhadap *Proactive Behavior Performance* pada karyawan PTPN X (PG Kremboong), Meneliti pengaruh *Reward System* terhadap *Normative Commitment* pada karyawan PTPN X (PG Kremboong).

Penelitian ini merupakan penelitian kausal. Metode penelitian ini menggunakan metode kuantitatif dengan pengolahan data menggunakan SPSS. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada 190 karyawan tetap PT Perkebunan Nusantara X (PG Kremboong). Dimana karyawan tetap adalah karyawan yang memiliki *grade* 1-8 untuk karyawan pimpinan dan *grade* 9-16 untuk karyawan pelaksana.

Hasil penelitian ini menunjukkan bahwa *Ethical Work Climate* memiliki nilai koefisien 0,482 sehingga berpengaruh signifikan terhadap *Reward System*. *Ethical Work Climate* memiliki nilai koefisien 0,314 sehingga berpengaruh signifikan terhadap *Proactive Behavior Performance*. *Reward System* memiliki nilai koefisien 0,324 sehingga berpengaruh terhadap *Proactive Behavior Performance*. *Ethical Work Climate* memiliki nilai koefisien 0,241 sehingga berpengaruh signifikan terhadap *Normative Commitment*. *Reward System* memiliki nilai koefisien 0,387 sehingga berpengaruh signifikan terhadap *Normative Commitment*.

Kata kunci : *Ethical Work Climate, Reward System, Proactive Behavior Performance, Normative Commitment*

ABSTRACT

Understanding of the needs of employee within the company is very important. Every company must understand what is needed by the employee so that the performance given tend to be positive. Employees will continue to search for the importance that is done in the work. Employment is the most important resource for the company in order to achieve company goals. One of them is a state-owned company or commonly called State-Owned Enterprises (SOEs) in which there are several leading companies. PT Perkebunan Nusantara X ((PG Kremboong) is a state-owned company that is very active in the field of sugar industry.

This study aims to examine the effect of Ethical Work Climate on Proactive Behavior Performance on employees of PTPN X (PG Kremboong), to examine the effect of Ethical Work Climate on Reward System on PTPN X (PG Kremboong) employees, to examine the effect of Ethical Work Climate on Normative Commitment on PTPN X (PG Kremboong), Examining the influence of Reward System on Proactive Behavior Performance on PTPN X employees (PG Kremboong), Researching the effect of Reward System on Normative Commitment on PTPN X (PG Kremboong) employees.

This research is a causal research. This research method using quantitative method with data processing using SPSS. Data collection was done by distributing questionnaires to 190 permanent employees of PT Perkebunan Nusantara X (PG Kremboong). Where a permanent employee is an employee who has a grade 1-8 for leadership and grade 9-16 for the executing employee.

The results of this study indicate that Ethical Work Climate has a coefficient value of 0.482 so that significant effect on Reward System. Ethical Work Climate has a coefficient value of 0.314 so as to have a significant effect on Proactive Behavior Performance. Reward System has a coefficient value of 0.324 so it affects the Proactive Behavior Performance. Ethical Work Climate has a value of coefficient of 0.241 so that significant effect on Normative Commitment. Reward System has a coefficient value of 0.387 so that a significant effect on the Normative Commitment.

Kata kunci : *Ethical Work Climate, Reward System, Proactive Behavior Performance, Normative Commitment*