

ABSTRAK

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PENGARUH PENGHARGAAN, SANKSI, DISIPLIN KERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN MELALUI MOTIVASI KERJA SEBAGAI VARIABEL INTERVENING PADA PEGAWAI PT PEGADAIAN CABANG SENTANI

(xiii + 98 halaman; 13 tabel; 1 gambar; 34 lampiran)

Penelitian ini bertujuan menganalisis pengaruh penghargaan, sanksi, disiplin kerja, dan lingkungan kerja terhadap kinerja karyawan melalui motivasi kerja sebagai variabel intervening pada PT Pegadaian Cabang Sentani. Sampel penelitian adalah 60 pegawai PT Pegadaian Cabang Sentani menggunakan teknik sampling jenuh. Metodologi penelitian menggunakan pendekatan kuantitatif dengan survei melalui kuesioner, analisis data menggunakan regresi linier berganda dan uji mediasi. Hasil penelitian menunjukkan penghargaan tidak berpengaruh signifikan terhadap kinerja karyawan ($t=0,678$, $p=0,500$) namun berpengaruh signifikan terhadap motivasi kerja ($t=3,041$, $p=0,004$). Sanksi tidak berpengaruh signifikan terhadap kinerja maupun motivasi kerja. Disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan ($t=3,653$, $p=0,001$). Lingkungan kerja tidak berpengaruh signifikan terhadap kinerja namun berpengaruh signifikan terhadap motivasi kerja ($t=2,223$, $p=0,030$). Motivasi kerja memediasi pengaruh penghargaan dan lingkungan kerja terhadap kinerja karyawan. Implikasi penelitian menunjukkan pentingnya fokus pada disiplin kerja dan peran motivasi sebagai mediator dalam meningkatkan kinerja karyawan di industri jasa keuangan.

Kata Kunci: penghargaan, sanksi, disiplin kerja, lingkungan kerja, motivasi kerja, kinerja karyawan, variabel intervening, pegadaian

ABSTRACT

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THE INFLUENCE OF REWARDS, PUNISHMENTS, WORK DISCIPLINE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE THROUGH WORK MOTIVATION AS AN INTERVENING VARIABLE AT PT PEGADAIAN SENTANI BRANCH

(xiii + 98 pages; 13 tables; 1 figure; 34 appendices)

This study aims to analyze the influence of rewards, punishments, work discipline, and work environment on employee performance through work motivation as an intervening variable at PT Pegadaian Sentani Branch. The research sample consisted of 60 employees of PT Pegadaian Sentani Branch using saturated sampling technique. The research methodology used a quantitative approach with surveys through questionnaires, data analysis using multiple linear regression and mediation tests. The results showed that rewards had no significant effect on employee performance ($t=0.678$, $p=0.500$) but had a significant effect on work motivation ($t=3.041$, $p=0.004$). Punishments had no significant effect on either performance or work motivation. Work discipline had a positive significant effect on employee performance ($t=3.653$, $p=0.001$). Work environment had no significant effect on performance but had a significant effect on work motivation ($t=2.223$, $p=0.030$). Work motivation mediated the influence of rewards and work environment on employee performance. The research implications show the importance of focusing on work discipline and the role of motivation as a mediator in improving employee performance in the financial services industry.

Keywords: rewards, punishments, work discipline, work environment, work motivation, employee performance, intervening variable, pawnshop