

# EVALUASI PENERAPAN *REWARD* DAN *PUNISHMENT* TERHADAP KARYAWAN DAZZLE YOGYAKARTA

Wisnu Aji Bagaskara

## Abstrak

Penelitian ini bertujuan untuk mengetahui bagaimana evaluasi sistem penerapan *reward* dan *punishment* terhadap karyawan Dazzle Yogyakarta Cabang jakal. Populasi berjumlah 33 orang jumlahnya sama seperti sampel dan menggunakan sensus yaitu seluruh anggota populasi dijadikan sampel penelitian. Adapun metode perolehan data menggunakan metode kuesioner. Pengujian statistik yang digunakan adalah analisis uji *validitas*, uji *reliabilitas*, dan uji *arithmetic mean*. Hasil dari penelitian ini menunjukkan bahwa indikator gaji memiliki rata-rata hitung sebesar 3,8 yang termasuk dalam kategori setuju, indikator bonus dan insentif memiliki rata-rata hitung 4,1 termasuk kategori setuju, indikator tunjangan sosial memiliki rata-rata hitung 2,3 termasuk kategori netral, indikator kesejahteraan memiliki rata-rata 3,7 termasuk kategori setuju, indikator pengembangan karir memiliki rata-rata 3,7 termasuk kategori setuju, indikator penghargaan psikis dan sosial memiliki rata-rata 4,2 termasuk kategori sangat setuju. Indikator hukuman ringan memiliki rata-rata 3,7 termasuk kategori setuju. Indikator hukuman sedang memiliki rata-rata 3,7 termasuk kategori setuju dan indikator hukuman berat memiliki rata-rata 4,4 termasuk kategori sangat setuju.

**Kata Kunci:** *Reward, Punishment*



## **REWARD AND PUNISHMENT SYSTEMS TOWARD DAZZLE YOGYAKARTA EMPLOYEES**

**Wisnu Aji Bagaskara**

### **Abstract**

*This research aimed to find out how the evaluation of reward and punishment application system toward the employees of Dazzle Yogyakarta, Jakal branch. Population were the same as those with more than 33 and use the census population and all of the members of the research. The method to obtain the data used questionnaire method. The statistical test used in this study were the validity test analysis, reliability test, and arithmetic mean test. The results of this study showed that the average of salary indicator was 3.8 which was including agreed categories. The average of bonus indicators and incentives was 4.1 in agreed categories, the average of social subsidy indicators was 2.3 in neutral categories, The average of prosperity indicators was 3.7 in agreed categories, the average of career development indicators was 3.7 in agreed categories. The average of mental and social reward was 4,2 in absolutely agreed categories. The average of easy punishment indicators was 3.7 in agreed categories. The average of medium punishment was 3.7 in agreed categories and the average of heavy punishment was 4.4 in absolutely agreed categories.*

**Keywords:** *Reward, Punishment*