

## ABSTRAKSI

Tujuan dalam penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *reward*, *punishment* dan rotasi kerja dalam meningkatkan kinerja karyawan dengan motivasi sebagai variabel intervening. Populasinya adalah seluruh karyawan PT. Takenaka Indonesia sebesar 369 karyawan, dengan jumlah sampel sebesar 79 responden. Teknik pengambilan sampel adalah *Purposive Sampling*. Alat analisisnya adalah *path analysis*, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa *Reward*, *punishment* dan rotasi kerja berpengaruh positif terhadap motivasi karyawan. *reward*, *punishment*, rotasi kerja dan motivasi karyawan mempunyai pengaruh signifikan positif terhadap kinerja karyawan. Motivasi karyawan mampu menjadi variabel intervening antara *reward* terhadap kinerja karyawan. Motivasi karyawan mampu menjadi variabel intervening antara *punishment* terhadap kinerja karyawan. Motivasi karyawan mampu menjadi variabel intervening antara rotasi kerja terhadap kinerja karyawan,

**Kata Kunci :** *Reward*, *Punishment*, Rotasi Kerja Motivasi Karyawan dan Kinerja Karyawan

## **ABSTRACT**

The purpose of this study was to find out and analyze the effect of reward, punishment and work rotation in improving employee performance with motivation as an intervening variable. The population is all employees of PT. Takenaka Indonesia amounted to 369 employees, with a sample size of 79 respondents. The sampling technique is purposive sampling. The analysis tool is path analysis, where previously tested the validity and reliability and classic assumption test.

The test results show that Rewards, punishment and work rotation have a positive effect on employee motivation. reward punishment, work motivation and employee motivation have a positive significant effect on employee performance. Employee motivation is able to become an intervening variable between reward and employee performance. Employee motivation is able to become an intervening variable between punishment on employee performance. Employee motivation is able to be an intervening variable between work rotation and employee performance,

Keywords: Rewards, Punishment, Work Rotation of Employee Motivation and Employee Performance