

ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan pada semangat kerja, masalah dalam penelitian ini adalah turunnya semangat kerja pekerja PT. Kereta Api Indonesia (Persero) yang disebabkan oleh adanya sistem pemberian remunerasi, *reward* dan *punishment*.

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh remunerasi, *reward* dan *punishment* terhadap semangat kerja baik secara simultan maupun parsial. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel yaitu 100 responden. Teknik pengumpulan data yang digunakan adalah studi lapangan dan kepustakaan. Metode analisis data yang digunakan adalah analisis regresi berganda, analisis korelasi berganda, analisis asumsi klasik dan analisis koefisien determinasi.

Hasil penelitian menunjukkan adanya pengaruh remunerasi, *reward* dan *punishment* terhadap semangat kerja secara positif dan signifikan. Remunerasi, *reward* dan *punishment* memberikan pengaruh terhadap semangat kerja sebesar 30,10%, pengaruh variabel yang dominan adalah *punishment* sebesar 12,86%, kemudian *reward* 8,71% sedangkan remunerasi sebesar 8,53%.

Kata kunci : Remunerasi, *Reward*, *Punishment*, Semangat Kerja.

ABSTRACT

This research starts from the discovery of the problem in the work morale, the problems in this research is the decline of the morale of the workers of PT. Kereta Api Indonesia (Persero) caused by there is a system of remuneration, reward and punishment.

This purpose of this study was to find out how the influence of remuneration, reward and punishment against the work morale simultaneously as well as partially. The research method used is descriptive and verifikatif with the number of samples that is 100 respondents. Data collection techniques used is a study field and library. Methods of data analysis used is multiple regression analysis, correlation analysis, multiple analysis of classical assumptions and analysis of the coefficient of determination.

The results of this study showed the influence of remuneration, reward and punishment against the work morale in a positive and significant. Remuneration, reward and punishment give effect on the work morale of 30.10%, the influence of the dominant variable is the punishment of 12.86%, then reward 8.71% whereas remuneration amounted to 8.53%.

Key words: Remuneration, Reward, Punishment, Work Morale.