

ABSTRACT

This research aimed to determine the effect of Job Characteristics and Punishment on Employee Performance either partially or simultaneously at bjb Bank Tamansari Branch Office. The research method used was descriptive and verificative research methods in this research with a sample of 70 respondents. Data collection techniques used were observation, interviews, and questionnaires. The analysis methods used were multiple linear regression, multiple correlations, coefficient of determination, and hypothesis testing.

The results showed a positive and significant effect between job characteristics and Punishment on employee performance. The magnitude of the effect of job characteristics and Punishment on employee performance simultaneously was 61.2%, and the remaining 38.8% was influenced by other not examined variables. Partially, the magnitude of the effect of job characteristics on employee performance was 39.2%, and the effect of Punishment on employee performance was 22%. In conclusion, job characteristics had the most significant influence on employee performance.

Keywords: Job Characteristics, Punishment, and Employee Performance