

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Disiplin Kerja, *Punishment*, Dan *Reward* Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Di PT. Batanghari Barisan Padang. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisi SmartPLS 3.0. Populasi dan sampel penelitian ini adalah karyawan PT. Batanghari Barisan Padang. Hasil penelitian menemukan Terdapat pengaruh positif dan signifikan antara Disiplin Kerja terhadap Kepuasan Kerja. Terdapat pengaruh positif dan tidak signifikan antara *Punishment* terhadap Kepuasan Kerja. Terdapat pengaruh negatif dan tidak signifikan antara *Reward* terhadap Kepuasan Kerja. Terdapat pengaruh positif dan tidak signifikan antara Disiplin Kerja terhadap Kinerja Karyawan. Terdapat pengaruh negatif dan tidak signifikan antara *Punishment* terhadap Kinerja Karyawan. Terdapat pengaruh negatif dan tidak signifikan antara *Reward* terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja Karyawan. Kepuasan Kerja memediasi Disiplin Kerja terhadap Kinerja Karyawan. Kepuasan Kerja tidak memediasi *Punishment* terhadap Kinerja Karyawan. Kepuasan Kerja tidak memediasi *Reward* terhadap Kinerja Karyawan.

Kata Kunci: Disiplin Kerja, *Punishment*, *Reward*, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

This study aims to identify and attempt to analyze the effect of work discipline, punishment, and reward on employee performance with job satisfaction as an intervening variable at PT. Batanghari Padang Row. This research is a Structural Equation Modeling (SEM) model with the SmartPLS 3.0 analysis tool. The population and sample of this research are employees of PT. Batanghari Padang Row. The results of the study found that there was a positive and significant influence between work discipline on job satisfaction. There is a positive and not significant effect between Punishment on Job Satisfaction. There is a negative and not significant effect between Reward on Job Satisfaction. There is a positive and insignificant influence between Work Discipline on Employee Performance. There is a negative and not significant effect between Punishment on Employee Performance. There is a negative influence and not between Rewards on Employee Performance. There is a positive and significant influence between Job Satisfaction on Employee Performance. Job Satisfaction mediates Work Discipline on Employee Performance. Job Satisfaction does not mediate Punishment on Employee Performance. Job Satisfaction does not mediate Reward on Employee Performance.

Keywords: Work Discipline, Punishment, Reward, Job Satisfaction, Employee Performance