

ABSTRAK

Penelitian ini bertujuan menguji seberapa besar Pengaruh *Sistem Reward*, *Punishment* dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT Aura Mnadiri Sejahtera. Penelitian ini merupakan penelitian kuantitatif. Metode pengumpulan data melalui mengedarkan kuesioner. Teknik sampel ini menggunakan teknik sampel jenuh. Metode analisis yang digunakan adalah path analysis, analisis partial least square (PLS), outer model, inner model dan uji hipotesis, pengolahan data dalam penelitian menggunakan program software SmartPLS 3.0 Hasil penelitian dapat disimpulkan, bahwa *Sistem Reward* berpengaruh positif dan signifikan terhadap kepuasan kerja, *Punishment* berpengaruh positif dan signifikan terhadap kepuasan, disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, *Sistem Reward* berpengaruh positif dan signifikan terhadap kinerja karyawan, *Punishment* berpengaruh positif dan signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, *Sistem Reward* berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja, punishment berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja, disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja.

Kata kunci : *Sistem Reward*, *Punishment*, Disiplin Kerja, Kinerja Karyawan dan Kepuasan kerja

ABSTRACT

This study aims to test how much the Influence of the Reward System, Punishment and Work Discipline on Employee Performance Through Job Satisfaction as an Intervening Variable at PT Aura Mandiri Sejahtera. This study is a quantitative study. The method of data collection is through distributing questionnaires. This sample technique uses a saturated sample technique. The analysis method used is path analysis, partial least square (PLS) analysis, outer model, inner model and hypothesis testing, data processing in the study using the SmartPLS 3.0 software program. The results of the study can be concluded that the reward system has a positive and significant effect on job satisfaction, Punishment has a positive and significant effect on satisfaction, work discipline has a positive and significant effect on job satisfaction, the reward system has a positive and significant effect on employee performance, Punishment has a positive and significant effect on employee performance, work discipline has a positive and insignificant effect on employee performance, job satisfaction has a positive and significant effect on employee performance, the reward system has a positive and insignificant effect on employee performance through job satisfaction, Punishment has a positive and insignificant effect on employee performance through job satisfaction, work discipline has a positive and insignificant effect on employee performance through job satisfaction.

Keywords: *Reward System, Punishment, Work Discipline, Employee Performance and Job Satisfaction*