ABSTRAK

     Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Kompensasi, Kepemimpinan, *Reward* Dan *Punishment* Terhadap Motivasi Untuk Mengikuti Pendidikan Pekerja BRI Se-Kanwil Padang. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 97 responden. Metode analisis yang digunakan adalah analisis regresi berganda menggunakan SPSS.

     Hasil penelitian didapatkan uji t secara persial kompensasi, *reward* dan *punishment* berpengaruh positif dan signifikan terhadap motivasi. Secara persial kepemimpinan berpengaruh positif dan signifikan terhadap motivasi. Hasil uji F secara simultan kompensasi, kepemimpinan, *reward* dan *punishment* berpengaruh positif dan signifikan terhadap kinerja pegawai.

     Kontribusi sumbangan variabel *independen* Kompensasi, Kepemimpinan, *Reward* dan *Punishment* terhadap variabel *dependen* Motivasi adalah sebesar 80,4%. Sedangkan sisanya adalah sebesar 19,6% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : Kompensasi, Kepemimpinan, *Reward*, *Punishment* dan Motivasi

ABSTRACT

This study aims to examine how much influence compensation, leadership, reward and punishment have on the motivation to take part in the education of BRI employees throughout the Padang Regional Office. The method of collecting data is through surveys and distributing questionnaires, with a sample of 97 respondents. The analytical method used is multiple regression analysis using SPSS.

The results of the study showed that the partial t-test of compensation, reward and punishment had a positive and significant effect on motivation. Partially, leadership has a positive and significant effect on motivation. The results of the F test simultaneously that compensation, leadership, reward and punishment have a positive and significant effect on employee performance.

The contribution of the independent variables of Compensation, Leadership, Reward and Punishment to the dependent variable of Motivation is 80.4%. While the remaining 19.6% is influenced by other variables outside of this study.

Keywords: Compensation, Leadership, Reward, Punishment and Motivation