

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Gaya Kepemimpinan, *Reward* Dan *Punishment* Terhadap Kinerja Karyawan Pada PT. Batang Hari Barisan. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 95 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Gaya Kepemimpinan, *Reward* dan *Punishment* berpengaruh signifikan terhadap Kinerja Karyawan. Serta secara simultan Gaya Kepemimpinan, *Reward* dan *Punishment* secara bersama-sama terhadap Kinerja Karyawan.

Kontibusi sumbangan variabel *independen* Gaya Kepemimpinan, *Reward* dan *Punishment* terhadap variabel *dependen* Kinerja Karyawan adalah sebesar 79,3%. Sedangkan sisanya adalah sebesar 20,7% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata Kunci : Gaya Kepemimpinan, *Reward*, *Punishment*, Kinerja Karyawan**

### **ABSTRACT**

*This study aims to test how much influence of leadership style, reward and punishment on employee performance at PT. Trunk Day Line. Methods of data collection through surveys and distributing questionnaires, with a sample of 95 respondents. The method of analysis used is multiple linear regression analysis using SPSS 21.*

*The results obtained based on the partial test (t test) showed that Leadership Style, Reward and Punishment had a significant effect on employee performance. As well as simultaneously Leadership Style, Reward and Punishment simultaneously on Employee Performance.*

*The contribution of the independent variable, Leadership Style, Reward and Punishment to the dependent variable on Employee Performance was 79.3%. While the remaining 20.7% is influenced by other variables outside this study.*

***Keywords: Leadership Style, Reward, Punishment, Employee Performance***