

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh penghargaan, sanksi dan lingkungan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Tonys Villas & Resort, Seminyak, Bali. Populasi menggunakan karyawan Tonys Villas & Resort, Seminyak, Bali dan sampel sebanyak 42 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa penghargaan berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 3,514, nilai koefisien regresi 0,739 dan signifikansi 0,001. (2) sanksi berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 2,172, nilai koefisien regresi 0,889 dan signifikansi 0,046. (3) lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 2,641, nilai koefisien regresi 0,434 dan signifikansi 0,012. (4) secara simultan penghargaan, sanksi dan lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan, dimana diperoleh nilai F-hitung 23,544, persamaan regresi sebesar  $Y = 1,883 + 0,739X_1 + 0,889X_2 + 0,434X_3$  dan signifikansi 0,000. Besarnya pengaruh variabel bebas terhadap kinerja karyawan adalah 86,6%. Saran yang dapat diberikan peneliti adalah Tonys Villas & Resort, Seminyak, Bali hendaknya memberikan pelatihan kepada karyawan, membuat kebijakan gaji, sesuai dengan jabatan, tugas dan tanggung jawab pekerjaan karyawan, serta target yang dicapai karyawan, bersikap tegas dalam memberikan sanksi dan mengganti lampu yang rusak atau daya terangnya rendah.

**Kata kunci:** *Penghargaan, Sanksi, Lingkungan Kerja, Kinerja Karyawan*

## ABSTRACT

This study aims to determine the effect of rewards, sanctions, and the work environment partially and simultaneously on employee performance. This research was conducted at Tonys Villas & Resort, Seminyak, Bali. The population uses Tonys Villas & Resort employees, Seminyak, Bali, and a sample of 42 respondents. Data analysis techniques used were Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Coefficient of Determination Test, F Test, and t Test. From the results of the study, it can be seen that rewards have a significant positive effect on employee performance, where the t-count value is 3.514, the regression coefficient is 0.739, and the significance is 0.001. (2) Sanctions have a significant positive effect on employee performance, where the t-count value is 2.172, the regression coefficient is 0.889, and the significance is 0.046. (3) The work environment has a significant positive effect on employee performance, where the t-count value is 2.641, the regression coefficient is 0.434, and the significance is 0.012. (4) Rewards, sanctions, and the work environment simultaneously have a significant effect on employee performance, where the F-count value is 23.544, the regression equation is  $Y = 1.883 + 0.739X_1 + 0.889X_2 + 0.434X_3$  and the significance is 0.000. The magnitude of the influence of independent variables on employee performance is 86.6%. Researchers have given the following are Tonys Villas & Resort, Seminyak, Bali, should provide training to employees, make a salary policy, in accordance with the position, duties, and responsibilities of the employee's work, as well as targets achieved by employees, be firm in imposing sanctions, and replace lamps that are damaged or have low brightness.

**Keywords:** *Reward, Sanction, Work Environment, Employee Performance*