

## ABSTRACT

### ***The Effect of Reward and Punishment on Employee Performance at PT Pohacee Mitra Indonesia.***

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*This study aims to examine the effect of reward and punishment on employee performance at PT Pohacee Mitra Indonesia. This study uses quantitative research methods with research objects, namely employees of PT Pohacee Mitra Indonesia. In this research, data collection techniques were carried out by researchers using a method in the form of a questionnaire distributed to 45 respondents. The scale used in this study uses a Likert scale of 1-5. The data analysis technique used in this study is multiple linear regression analysis by conducting classical assumption tests in the form of normality, multicollinearity, and heteroscedasticity tests. Then carry out validity and reliability tests, as well as hypothesis testing which consists of a T test and F test. The results of this study indicate that  $H_1$  is rejected, where reward has a positive but not significant effect on employee performance.  $H_2$  and  $H_3$  are accepted because they have a positive and significant effect. PT Pohacee Mitra Indonesia can pay attention to the rewards given and maintain the punishment regulations given so that employees maintain their performance.*

**Keywords:** *Reward, Punishment, Employee Performance.*