



THE CONCEPT OF GIVING REWARDS AND PUNISHMENTS ON EMPLOYEE WORK DISCIPLINE AT PT. INDOLAKTO PASURUAN INDONESIA: RESEARCH REVIEW

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ABSTRACT

In the literature review of several previous studies, several conclusions have been obtained that rewards and punishments have an influence on the level of employee discipline, so that rewards and punishments... in a way significant influence performance employee in a way simultaneous and partial. Employees feel valued with gifts given by the company and that push motivate employee for work more hard and make more performance good. Employee take punishment with positive way as Lessons and making punishment as strength booster For Motivate they more many and create more performance Okay. The main stages of a scoping review are: (1) identifying research questions; (2) identifying relevant studies; (3) selecting studies; (4) creating data charts, and (5) compiling, summarizing, and reporting results. A 10-year time span (2014-2023), from the results of scoping observations, shows that most studies state that rewards and punishments have a significant effect on the level of employee work discipline. However, there are several research results that state that there is no influence between rewards and punishments on employee discipline at work, as stated by Ratu Mambra r (2021), who stated that present influential positive However No significant to discipline work employee.

Keywords: Reward, Punishment, Work Discipline, Scope Review

INTRODUCTION

Role management source Power man in company is the part that should be get attention important. In the era of globalization moment This has aware that management source Power man is one of the key successful and successful in a company. Basically source power man is source different power from source power source existing power in company like source Power nature and resources capital power. Can be explained that management source Power man There isn't any It's easy, because each person is human own elements different like background back, way views, thoughts, traits, tastes, and so on Lots no elements others. Based on elements here he is look in the mirror pattern behavior in demand man in life everyday. Along with development of the times, different elements in every life man the in a way general will always evolving and changing. Responding to matter here he is department source Power man must always Act in a way dynamic and flexible based on data and facts, in order to take right decisions and actions.

Work discipline as part of the morale of the workers themselves that needs to be enforced in a company, because without the support of good employee work discipline, it is difficult for a company to realize its goals. Soit can be said that discipline is the key to the success of an organization in achieving its goals. According to Gouzali Saydam (2006:202) states that: Factors that influence the level of employee work discipline in a company include: 1) The amount of compensation given, 2) The absence of exemplary leadership in the company, 3) The absence of definite rules that can be used as a guide, 4) The courage of leaders in taking action, 5) The presence or absence of leadership supervision, 6) The presence or absence of attention to employees, 7) The creation of habits that support the establishment of discipline.

Isvandiari and Fuadah, 2018 , Work discipline can be defined as an attitude of respecting, appreciating, obeying and complying with applicable regulations, both written and unwritten and being

able to carry them out and not avoiding or accepting sanctions if he sends tasks or allows those given to him. Work discipline includes obedience in following organizational regulations, sanctions and reprimands for every violation and discipline regarding time.

Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline must be enforced in a company organization. Without the support of well-disciplined employees, it is difficult for the company to achieve its goals. So it discipline is the key to a company's success in achieving its goals. Shows that staff discipline is important for individual success. The performance of these workers will increase if they apply discipline in their work. (Andy Pratama & Putri Handayani, 2022) .

Based on the results of the review, it can be concluded that discipline is a person's attitude, behavior and actions that are in accordance with organizational regulations as an effort to increase a person's awareness and willingness not to commit negligence, deviation or negligence in carrying out work.

Rewards are rewards given to motivate employees to have high productivity. According to Henri Simamora (2004:514), " rewards are incentives sent to costs on the basis of being able to increase employee productivity in order to achieve competitive advantage". According to Tohardi (2002:317), "Awards or rewards are rewards given to motivate employees to have high productivity". Rewards can be in the form of situations, or lists verbal that produces satisfaction or increases the likelihood of learning an action (Wijaya, 2021) .

The purpose of providing Rewards or compensation (rewards) according to Hasibuan (2017), among others, are as follows: 1). Bond of Cooperation By providing Rewards, a formal bond of cooperation is established between the employer and the employee, the employee must do his/her duties well, while the employer is required to pay rewards or compensation according to the agreed agreement. 2). Job Satisfaction With rewards, employees will be able to fulfill their physical needs, social status, and egoism so that they obtain job satisfaction from their position. 3). Effective Procurement If the program funding is set large enough, the procurement of qualified employees for the company will be easier. 4). Motivation If the rewards given are large enough, the manager will easily motivate his/her subordinates. 5). Employee Stability With a reward program based on the principle of fairness and appropriateness and external consistency that is competitive, employee stability is more guaranteed because turnover is relatively small. 6). Discipline With a large enough reward program, employee discipline will improve. They will be aware of and obey the applicable regulations. G. Influence of Labor Unions With a good reward program, the influence of labor unions can be avoided and employees will concentrate on their work. H. Government influence If the compensation program complies with applicable labor laws (such as minimum wage limits) then government intervention can be avoided.

From the results of several studies, giving rewards or awards to employees who excel will motivate employees to increase their productivity at work. With increasingly productive employees, the company's profits will increase. In addition, companies with high profits will also be able to improve the welfare of their employees. In addition to rewards, companies must also provide sanctions or punishments to employees who do not comply arrange in company . (Sembiring , Sitepu, & Hutasoit, 2021)

Meanwhile, according to Purwanto (2007:186) " Punishment is suffering that is given or caused intentionally by someone after a violation, crime, or error occurs". In a company, sanctions are given to employees who are negligent. Or make mistakes that can harm the company. If reward is a positive form, then punishment is a negative form. However, if punishment is given appropriately and wisely, it can be a motivating tool for employees to increase productivity or work discipline (Pujianti, Hp, & Sulaksono, 2022) .

Therefore, the indicators in assessing punishment are verbal warnings, written warnings, salary reductions, continued promotion, wages from positions and employee layoffs (Suparmi & Septiawan,

2019:55). According to Mangkunegara (2000: 130) quoted by (Kawulur et al. 2018:70) punishment is a threat of punishment that aims to improve employees or violators, maintain applicable regulations and provide lessons to violators (Pratama & Sukarno, 2021)

PT Indolakto is child company from PT Indofood, with its famous brand that is Indomilk which is also one of the biggest brands in Indonesia. With range wide range of products establish PT Indolakto become the Top 3 Milk Industry in Indonesia. PT Indolakto is the company that produces type drink based in Jakarta, Indonesia. PT Indolakto Founded in 1967, as company general national that produces various popular brand milk products such as INDOMILK, Cap Enak, Three Beef, Orchid Butter, and Indoeskrim which have been known dozens year, besides it also produces butter, ice cream and yoghurt drinks.

PT Indolakto Pandaan with amount employee as many as 250 people consisting of from employee outsourcing and also employees still, in run connection work with his employees apply system rewards and punishments for reach company goals and objectives. Rewards given to employee in the form of salaries and bonuses, benefits and welfare employee others. Implementation giving wages based on standards wages as regulated by the government in the form of UMK standard (district minimum wage). The amount wages employee review or customized every year once. Determination adjustment wages based on scale wages for each position and class employees. Adjustment salary is also based on level ability company, performance employees and levels inflation in a way national. In addition to the salary of PT Indolakto Pandaan also provides annual bonuses to employees based on level ability companies and appraiser performance employee yearly.

Authenticity employee others provided by PT Indolakto Panda is among other things support transportation , assistance cost education child high achieving employees , allowances day raya religious leave (THR), leave or holiday long For pilgrimage , leave annual more from 12 days , eating in the canteen , guarantee health Good take care There isn't any and also take care road For employees and their immediate families (wife / husband and 3 children), provide monthly parcels and also daily parcels highway , and recreation employee . Welfare others that can felt by PT Indolakto Pandaan employees is he existence of facility for employee in the form of employee sports, worship facilities, facilities training, and facilities rest employees. PT Indolakto employees are also given chance for minute career with succession and promotion programs for all cricket position employee.

PT Indolakto Pandaan put forward Importance achievement company industrial relations that is harmonious relationships and communication between employees and also between employee with leader company in run Activities company. communication container employee with company full in Agree Joint Work Agreement (PKB) which contains and regulates about rights and obligations employee as well as rules and regulations work as well as giving reward and punishment. The way you can Done For improving employee performance is by giving rewards when employees can achieve goals and sanctions (punishment) when employees are negligent in their work. Giving punishment and rewards is one way used by companies to always motivate their employees to do their best for the company. The purpose of this reward and punishment system is to continue to spur employees to excel (Wijaya, 2021) .

Study This aiming for map existing literature related with Influence rewards and punishments to discipline work employee. research Review Literature aiming For summarize and review articles published in several journal that is Research Trends in Management and Technology, Indonesian Economic Journal Application , Journal of Economics, Business & Entrepreneurship , Administration Business , Semarang State Polytechnic , Series: Social and Humanities , Nur El-Islam, American Journal of Humanities and Social Science Research , Journal Scientific science , technology , social and culture , Economic Journal , and Journal Management Creative & Innovation , where study Review English literature use review of the method of mitigation . Where according to Saunders et al. (2019), a scoping review is A tools used for know whether systematic review has published or not yet. Systematic review itself is effort for gather various type existing literature about a Topic for Then taken conclusion about

what has been known and what is not yet known known (Saunders et al., 2019). Scoping review is the method used For identify Literature in a way depth and comprehensiveness obtained through various source with various method study as well as own relatedness with Topic study (Arksey & O'Malley, 2005) and according to Munn et al. (2018) tends to subjective because it is very dependent on knowledge and experience researchers who have There is previously.

RESEARCH METHOD

Study library or literature review This aiming for find, rotate, and interpret findings study about subject or phenomenon something interesting attention researcher (Kitchenham, 2004). Research review Literature merge Topics from study previously so that readers can get Turn theory and results related empirical with research topic (Cisco, 2014). Scoping review is Review literature conducted for synthesize results research (Daudt et al., 2013). The purpose of Review This is For map literature that is in the field of interest in matters of volume, nature and characteristics study main research . Overview This do steps like compile , summarize , and report findings , with Turn descriptive and numeric from data and analysis thematic from a number of journal (Pham and friends, 2014) .

Identifying Question Study

At the stage beginning Review research, determine question research. This is because with set question research, researcher can to design method search Literature with ensure field relevant substantive with Topic research. how existing research about Influence rewards and punishments to discipline employee?

Identifying Relevant Studies

Research data This is secondary data that comes from from study previously about Influence rewards and punishments to discipline work employees who are obtained through search journal scientific national and international online. Criteria journal that will review is article journal study with Subject PT. Indolakto Pasuruan which has apply rewards and punishments in road activity operational company.

Search journal literature scientific Done with collection strategy use machine seeker google and also simantic scholar with keywords regarding "rewards and punishments to discipline work " according to with Table 1 with term time used 3 years, from 2020 to 2023. As following:

Table 1 . Provision search literature

NO.	Source	Keywords	Criteria Literature
1.	Google Scolar search engine	title words: " rewards & punishments for discipline Work " .	Speak Indonesian or English, and take location
2.	Simantik Bachelor	title words: " rewards & punishments for discipline Work " .	research in Indonesia.
4	Mendeley Reference Manager	keywords: " rewards & punishments for discipline Work " .	

Selection Study

Each literature that has been found Then evaluated for evaluate level relevance and utility Literature with Topic study Which lifted. When There is Literature Which No relevant with Topic research, then Literature the No used in arrangement results and Discussion study.

Mapping Data

Data mapping is done with do grouping based on categories certain that become main study for to obtain describe general about study the previous one has Reviewed. After That, each study summarized so that make it easier in comparison results one research with others so that question study

can answered. The recorded data is data about author, title, year research, location research, design / method, variables and results study.

Compiling, Summarizing and Reporting Results

Organize, describe and convey results study is stage final from coverage review Extraction articles carried out in stages entered graphic data to in generated table from stages compilation, summarization and identification theme or pattern main from findings main , and reporting generate the report format used For Publication .

Article Selection Prism Diagram

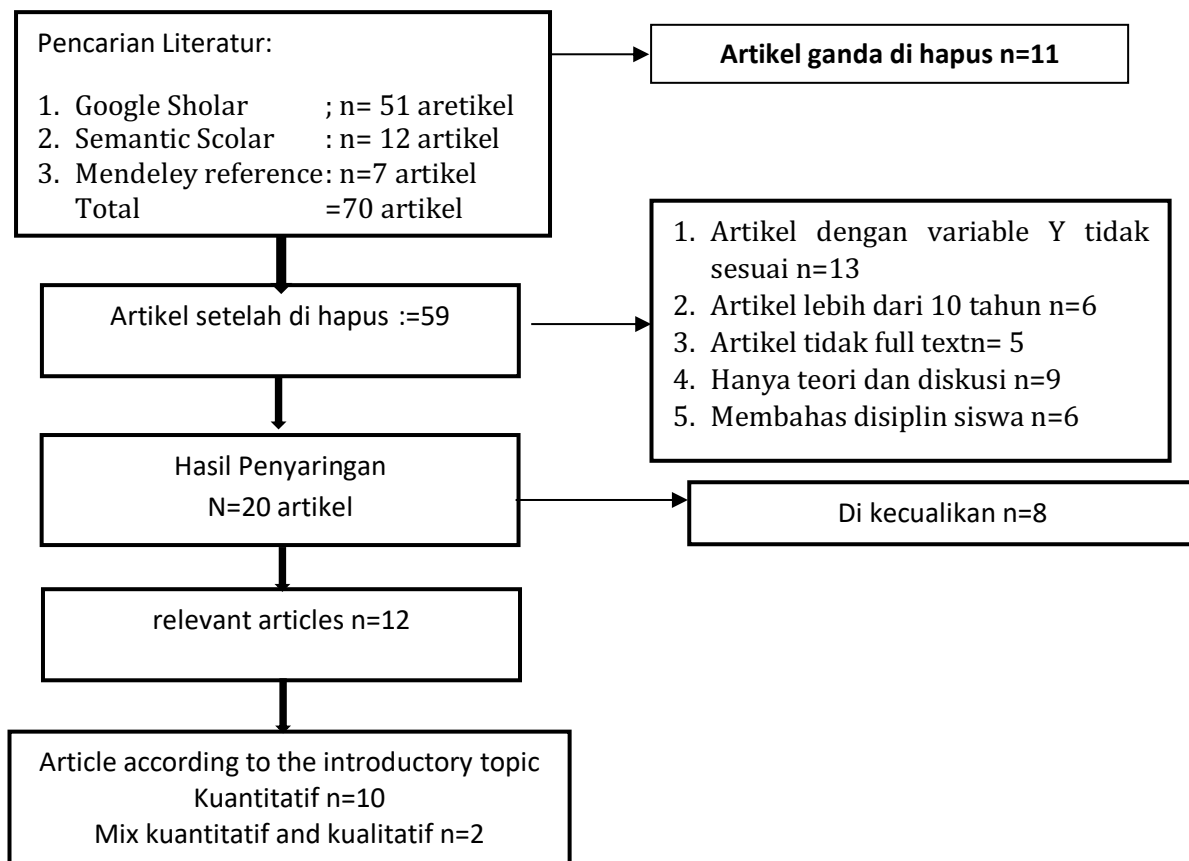


Table 3. Data collection results

NO	Article Title	Author	Year	Location	Design/Method	Variables	Research result
1	The Influence of Rewards and Punishments on Work Discipline	Sandi Nasrudin, Ade Solahudin, Bagus Eka, Haryanto, Yuni Widawati	Year 2022	PT. Kuningan Mega Building, Kuningan Regency	Research methods used is descriptive and verifiable.	Variable X: X1: Prize X2: Punishment Variable Y: Y: Discipline Work	Reward and Punishment have an effect positive and significant to discipline work employee, good tested in a way part and also simultaneously between X1 and X2 against Y.



2	Influence giving rewards and punishments to Discipline Work PT. Valve Automation Indonesia employees	Arfita Widi Astuti, Yayat Sujatna Link: e- ISSN: 2622-2299 http://ojs.itb-ad.ac.id/index.php/IJEA	Year 2021 Indonesian Journal of Economics Application February 2021; Vol. 3(1): 75-85 Published: January 19, 2021 Received: February 19, 2021 publication [online]: February 29, 2021	PT Valve Automation Indonesia (PTVAI) Tangerang.	Research design descriptive, quantitative, associative.	Variable X: X1: Prize X2: Punishment Variable Y: Y: Discipline Work.	Rewards at PT Valve Automation Indonesia in form finance in the form of Salary, Allowances employees, and bonuses and incentive it turns out give Influence significance to discipline work employee. The punishment is given Influence to discipline work employee.
3	Employee Work Discipline: The Influence of Rewards and Punishments (A Study on Employees of Automotive Dealer Companies in Bandung)	Raka Ilham Septiana, Ujang Wawan Sam Adinata.	Year 2022 Journal of Economics, Business & Entrepreneurship Vol. 16 No.2, October 2022, 194 – 201. Journal of Management and Entrepreneurship ISSN: 2443-0633, ISSN: 2443-2121, DOI: https://doi.org/10.55208/jebe	company in Bandung	Research design using verification research methods. With path analysis techniques to analyze patterns of relationships between variables. Using Nonprobability Sampling method,	Variable X: X1: Prize • Salary and Bonus • Welfare • Career Development X2: Punishment • Light Sentence, • Medium Punishment • Severe Punishment Variable Y: Discipline Work	show that rewards and laws influence work discipline. Giving rewards has an impact to discipline work, but give more punishment dominant its influence to discipline Work.
4	Influence Environment Non-Physical Work, Rewards and Punishments Discipline Work Employee	Setyovani Nurfitri Wahyuningrum, Yuli Sudarso, Jumi.	Year 2020 Administration Business, Semarang State Polytechnic, Series: Social and Humanities Vol. 6 No. 2 (2020) E-ISSN: 2621-9794, P-ISSN: 2477-2097	PT Wahana Sun Motor Semarang Setiabudi	Qualitative Research Design with use method analysis multiple linear regression.	Variable X: X1: Prize X2: Punishment X3: Environment non-physical work Variable Y: Y: Discipline Work.	Based on the partial test (t) the reward has significant influence to discipline work because of mark significance as big as. Meanwhile, based on the partial test (t), punishment does not occur. own Significant



							influence to discipline work because of mark significance
5	Implementation of Rewards and Punishments in Improving Teacher Discipline Performance at SMP Negeri 1 Pelepat Ilir, Bungo Regency	Dahl Ayu Sapto Rini	Year 2020 Nur El-Islam, Volume 7, Number 2, October 2020	Study conducted in 2018 at SMP Negeri 1 Pelepat Ilir, Bungo Regency.	Case study with use approach qualitative method School Action Research (PTS)	Variable X: X1: Prize X2: Punishment Variable Y: Y: Disciplined teacher.	Research result show that effective implementation of rewards and punishments in increase performance of discipline teachers at SMP Negeri 1 Pelepat Ilir, Bungo Regency.
6	Analysis of the Influence of Reward and Punishment on Performance with Work Discipline as an Intervening Variable (Case Study of Employees of the Culture and Tourism Office of Sungai Penuh City)	Dairi, Pebriandi, Delfi Azwar	Year 2020 American Journal of Humanities and Social Sciences Research (AJHSSR) 2020	(Case Study of Employees of the Department of Culture and Tourism of Sungai Penuh City) Jambi Province	Study This use method quantitative with path analysis, with total sampling method	Variable X: X1: Prize X2: Punishment Variable Y: Y= Discipline Work	Gifts in kind part influential positive and significant to discipline work employee at the Department of Culture and Tourism of Sungai Penuh City. Punishment in a way part influential positive and significant to discipline work employee at the Department of Culture and Tourism of Sungai Penuh City
7	The Influence of Rewards and Punishments on Discipline Work Employees at PT. Telekomu	Yusrawati and Zakaria Yahya	Year 2022 Journal Scientific Science, Technology, Social and Culture, Vol 6 No.5 December 2022	PT. Telkom Indonesia Panton Labu Branch. North Aceh Regency	Study This use method quantitative with method sampling using the total population.	Variable X: X1: Prize X2: Punishment Variable Y: Y= Discipline Work	Research result can Advanced that rewards and punishments are simultaneously influential to discipline work employees of PT. Telekomunikasi Panton Labu.



	nikasi Indonesia (Persero) Tbk Panton Labu Branch, North Aceh Regency						
8	The Influence of Rewards and Punishments on Discipline Employee	Agus Bandiyono, Kemas Fahmi Hamzah, and Nia Ainin Hidayata	Year 2021 Journal of Economics/Volume XXVI, No.01.01 March 2021	Palembang Middle Tax Office.	Research methods use approach quantitative with Study descriptive. and approach qualitative (mixed methods) in describe the influence of rewards and punishments on discipline employee	Variable X: X1 = Prize X2 = Punishment Variable Y: Y: Discipline Employee	Based on results research that rewards and punishments are simultaneously influence discipline Government employees.
9	The Influence of Rewards and Punishments on Discipline Work employees at PT. Pos Indonesia (Persero) Tasikmalaya	Day Febrianti, Budhi Revelation Fitriadi, Mila Karmila.	Year 2023 Journal Management Creative And Innovation, Vol.1, Number 4 October Year 2023	PT. Pos Indonesia (Limited) Tasikmalaya	Quantitative methods with approach survey, Sampling using total population employee	Variable X: X1: Prize X2: Punishment Variable Y: Y: Discipline work	Research result can Advanced that in a way simultaneously and punishments have an effect significant to discipline work at PT. Pos Indonesia (Persero) Tasikmalaya
10	The Influence of Rewards and Punishments on Discipline Work Employees at PT Dwida Jaya Tama	English	VOLUME 1, NUMBER 4, OCTOBER 2021,	PT. Dwida Jaya Tama	Methods used in study This is with analysis quantitative, sample in study This with use example fed up Where all over PT Dwida Jaya Tama employees totaling 55 employees everything made into example	Variable X: X1: Prize X2: Punishment Variable Y: Y: Discipline work	It is there Influence significant in a way simultaneously between reward and punishment discipline work employees at PT Dwida Jaya Tama

11	The Influence of Rewards and Punishments on Discipline Work Employees at PT Fajar Baru Success Kabanjahe	Waiting for Brother Sembirin, Ingan Measure Brother Sitepu, Daughter of Yulianti Hutasoit	Journal of Agrotechnoscience /Vol. 5/No.2/October 2021	PT Fajar Baru Success Kabanjahe, Karo Regency	Research methods used for analyze data using method quantitative, analysis statistics	X1 = Reward (variable independent) X2 = Punishment (variable independent)	Based on results research conducted so Both variables, namely the reward variable and the punishment variable, have an influence positive and significant to level discipline employees at PT, Fajar Baru Sukses Kabanjahe. However based on results study then the most influential variable to discipline employee PT. Fajar Baru Success Kabanjahe is punishment given by superiors to employees who do not discipline.
12	The Influence of Punishment and Reward on Discipline Work Employee	Mumun Surahman	Journal of Economic and Business Officers (PJEB), April 2022	Employees at SKPD of Tasikmalaya City	Research design that is descriptive in nature quantitative Where study Done No in a way deep but in a way to expand, to to obtain knowledge scientific in nature abstract, general and universal correlational	X1 = Reward (variable independent) X2 = Punishment (variable independent)	Analysis results show There is The Influence of Rewards on discipline work employees and moderate influence between punishment and discipline jobs in Unit Work Regional Apparatus of Tasikmalaya City There is Strong influence.

RESULT AND DISCUSSION

(Surahman, 2022), Gift or often called with Compensation is form giving reply services provided to a employee on performance work done, well shaped finance or non-financial, with Indicator in study This refers to:

1. Salary and bonus
2. Welfare
3. Development career
4. Award psychological and social

Be Aware the results of the review of the reward aspects of 12 articles as source study first state that *gifts* are very influential significant to discipline work employees, where 9 or 68% of the articles state significant and 4 or 31% of articles state If factor *present* give simultaneous impact to discipline work employees. While For implementation *punishment* in apply discipline work 8 or 61% of employees said Significant influence between *present* to discipline work employees, but of the 8 literature reviews 2 of them or 15% give significant results Where factor cutting incentives and allowances become a variable that provides effect deterrent to employees for do toilet or violation in his job. Then there are 5 articles 38% say that rewards and punishments provide simultaneous impact to discipline work employee.

Regarding the aspect *rewards* and *punishments* that have an impact on discipline work is as following : Testing pointing that in a way part influential *gift* significant to discipline work employees , where 65% of respondents in harmony If high achieving employee Once given promotion leadership position (Surahman, 2022) . Regarding the rewards you can get given to high achieving employee the diverse. The most basic, such as giving salary and allowances. Especially in the section services also provide “Employee” award with Service Best” and stunning Name along with Photo employee best the word on the counter Place Service Integrated (TPT).

When There is good balance so will produce discipline good work and appropriate punishment so that No cause Motivate work on employees. Some factors that can influence discipline among other factors system awards and factors penalty. This is in line with study (Septiana, 2022) who stated that Reward is form given , while punishment is sanctions / punishments . If it is not balanced shaped positive, then punishment shaped negative. How ever if punishment is given in a way precise and wise so can stimulate employee for increase discipline Work.

review results also mention *rewards* and *punishments* effective for increase discipline teacher presence in class during activities study teach. Data obtained pointing that after held Implementation of Actions in the form of Rewards and Punishments, teachers who are late more from 15 minutes is 0, and the teacher is late not enough from 10 minutes as many as 5 teachers. The implementation of Rewards and Punishments can increase teacher discipline is present in class on activities study teach. This is also as it is in study Li'ah Haryati that method *rewards and punishments* effective in increase performance teacher discipline (Rini, 2020) .

The results of the review of other articles are concluded that besides influence discipline, *rewards* and *punishments* also provide impact on other things. *The punishment* will influence reputation and image employee in term long. If punishment is given like cutting wages according to some people still Can tolerated , but If Already concerning future career Of course will make employee think twice (Septiana, 2022)

Provision punishment or *punishment* shows that company with firm run the rules that have been made including in matter punishment good light and also currently employee has know rules and consequences that will occur accepted If violate like cutting wages When No discipline. With know consequence said, employees NO be careful in Act use avoid mistakes. The law also aims give effect deterrent for employees who do violation and has accept punishment. Effect deterrent naturally impact especially for the employees concerned and generally for all employee (Astuti and Sujatna, 2020)

DISCUSSION

At this discussion stage, the author will present a summary of the discussion of each article that we have *reviewed* , in order to provide an overview of the extent to which rewards

and punishments influence employee work discipline, in accordance with the results of previous research that we found, as follows: (Wibowo et al., 2023) , The influence of rewards (X1) has an effect positive and significant to Discipline Work (Y) on PT employees . Gedung Kuningan Mega Regency Brass. Meaning the more good level given imbalance leader or company to his employees, then the more good discipline too work employee. 2] Impact Punishment (X2) has an effect positive and significant to Discipline Work (Y) on PT employees. Gedung Kuningan Mega Regency Brass. Meaning the more good Level of Punishment in the organization so the more good discipline too work his employees. 3] Reward (X1) and Punishment (X2) in simultaneously or together influential positive and significant to discipline work (Y) on PT employees. Gedung Kuningan Mega Regency Brass. Meaning the more all Reward and Punishment levels in companies so the more good discipline too work his employees.

This matter in line with research 1). Arfita Widi Astuti (2020) , *Reward Provision of PT Valve Automation . Application of Indonesian Economic Journal*. 2). Septiana (2022) , *Employee Work Discipline : The Influence of Rewards and Punishments (A Study of Employees of Automotive Dealer Companies in Bandung)* . 3). Wahyuningrumi (2021) , *Analysis of Non-Physical Work Environment, Rewards, Punishments and Their Influence on Employee Work Discipline* . 4). Rini (2020) , *Implementation of Rewards and Punishments in Improving Teacher Discipline at SMP Negeri 1 Pelepat Ilir* . 5). Dairi, Pebriandi, & Azwar (2020) , *Analysis of the Influence of Rewards and Punishments on Performance with Work Discipline as an Intervening Variable (Case Study of Employees of the Disbudpar of Sungai Penuh City*. 6). Yusrawati (2022) , *Influence of Rewards and Punishments on Performance with Work Discipline as an Intervening Variable (Case Study of Employees of the Disbudpar of Sungai Penuh City*. Yusrawati, Yahya, Zakaria,:"PENGARUH REWARD DAN PUNISHMENT TERHADAP DISIPLIN KERJA KARYAWAN PADA PT. TELEKOMUNIKASI INDONESIA (PERSERO) TBK CABANG PANTON LABU KABUPATEN ACEH UTARA Zakaria *And Punishment Against Employee Work Discipline At PT. Telekomunikasi Indonesia (Persero) Tbk Panton Labu Branch, North Aceh Regency* . 7). Purnomo (2021) , *The Influence of Rewards and Punishments on Discipline Work Employee at PT Dwida Jaya Tama*. 8), Surahman (2022) , *The Influence of Punishment and Reward on Discipline Work Employees in SKPD Tasikmalaya City* . 9). *The Influence of Reward and Punishment, Work Motivation, and Work Discipline on Employee Performance: A Study at the Public Works and Spatial Planning Service of Bondowoso Regency*. 10). (Febrianti et al., 2023) , *The Influence of Reward and Punishment on Discipline Work employees at PT. Pos Indonesia (Persero) Tasikmalaya*

However There is One research that states little result different namely , according to Bandiyono, Hamzah (2021) , *The Influence of Rewards and Punishments on Discipline KPP Madya Palembang employee* , conveyed present to employee influential in a way significant to discipline civil servants . While the t - statistic value of 1,005 while t table value with level significance of 5% is of 2,042 then t- statistic value more small from the t table ($1.005 < 2.042$) which means giving *punishment* to employee No influential in a way significant to discipline civil servants. Analysis results the show that the punishment is proven No influence discipline civil servants at the Palembang Madya Tax Office. This is reinforced with the existence of interview to civil servants at KPP Madya Palembang. Resource person know with certain about working hours rules office. Late employee enter and/ or go home work before It's time will charge sanctions in the form of cutting salary and benefits performance. With The existence of rule like That make every employee pay attention to working hours. Resource person state that punishment can influence discipline work However No significant. Research This use approach



quantitative with Study descriptive and approach qualitative (mixed methods), with technique interview with informants.

CONCLUSION

Management source Power man it is very short indeed attention and full Challenge because of *Manpower* is aspect main in a organization. Success and *sustainability* from life organize may expressed can develop or experience the slump is close the connection with ability source Power man in translate every vision and mission organization or company. In implementing discipline need consistency and commitment together between management with employees to create harmony and dynamics good job, need exemplary behavior and ethics in work and organize. Including How giving rewards and punishments must be applicable in a way balanced and objective so that the impact obtained to discipline work employee can be optimal, if of course a employee do warranty, necessary reviewed depth from violation and someone manager must fair and objective in give sanctions and penalties. With The existence of *review* This we can recommend to everyone organization For at least make commitment repeat between management and employees to create a culture good work, mutual feelings arise have and need with hope happen improvement discipline employee towards the more good.

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