ABSTRACT

The world of education today has actually developed rapidly, supported by technology, it is possible for the world of education to prepare Human Resources (HR) who are able to compete in the era of globalization. Investing in human resources as valuable capital aims to benefit the organization both in the long and short term. To improve the quality of human resources, a mechanism is needed that is able to regulate and optimize the various components and existing resources. Rewards and punishments are very important in motivating employee performance, so that employees will be more qualified and responsible for the assigned tasks.

This study aims to determine and analyze "The Effect of Reward and Punishment on Employee Performance in Al-Azhar Kelapa Gading Islamic High School." This research uses quantitative methods with descriptive research type. Sampling was carried out using saturated sample techniques with 30 respondents as the sample who are permanent employees at Al-Azhar Islamic Senior High School Kelapa Gading. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

Based on the descriptive analysis, it states that the responses of respondents regarding Reward (X_1) and Punishment (X_2) are in the very good category. The results also showed that Reward (X_1) and Punishment (X_2) variables had a significant effect on employee performance (Y). Based on the results of the Hypothesis Test (t test), the independent variable Reward and Punishment has a significant effect on Employee Performance at Islamic High School Al-Azhar Kelapa Gading. The magnitude of the influence of rewards and punishments on employee performance is 73%, while the remaining 27% is influenced by other factors, such as compensation which was not examined in this study.

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