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The Effect Of Reward And Punishment On Work Motivation And Performance Impact (Case Study Of Honorary Teachers At SMP Negeri Lubuklinggau)

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Abstrak

Pengaruh *Reward* dan *Punishment* terhadap Motivasi Kerja serta Dampak pada Kinerja Guru Honorer SMP Negeri Kota Lubuklinggau. Tujuan penelitian ini adalah untuk menjelaskan pengaruh variabel *reward*, *punishment* terhadap motivasi Kerja Guru Honorer serta pengaruh *reward*, *punishment*, motivasi kerja terhadap kinerja guru honorer SMP Negeri Kota Lubuklinggau. Populasi dan sampel dalam penelitian ini berjumlah 73 Guru Honorer. Teknik analisis data yang digunakan adalah Analisis Jalur. Hasil dari analisis jalur Terdapat pengaruh positif dari analisis jalur menunjukkan bahwa secara tidak langsung *Reward* melalui Motivasi Kerja mempunyai pengaruh signifikan terhadap Motivasi Kerja pada Guru Honorer SMP Negeri Kota Lubuklinggau. Hal ini dilihat dari Hasil Analisis Jalur dari pengaruh Reward terhadap Motivasi Kerja : dari analisis diperoleh nilai signifikansi Reward sebesar $0,012 < 0,05$ sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan Reward terhadap Motivasi Kerja. Sedangkan Tidak terdapat pengaruh signifikan dari Reward terhadap Kinerja pada Guru Honorer SMP Negeri Kota Lubuklinggau. Hal ini dilihat dari Hasil Analisis Jalur dari pengaruh Reward terhadap Kinerja : dari analisis diperoleh nilai signifikansi Reward sebesar $0,213 > 0,05$ sehingga dapat disimpulkan bahwa secara langsung tidak terdapat pengaruh signifikan *Reward* terhadap Kinerja. Kesimpulannya Reward dan Punishment berpengaruh signifikan secara parsial dan simultan terhadap Kinerja Guru Honorer SMP Negeri Kota Lubuklinggau.

Kata Kunci : *Reward, Punishment, Motivasi, Kinerja*

Abstract

The Effect of Reward and Punishment on Work Motivation and the Impact on Honorary Teachers' performance at SMP Negeri Lubuklinggau. The purpose of this study was to explain the effect of reward and punishment variables on the work motivation of honorary teachers and the effect of reward, punishment and work motivation on honorary teachers' performance at SMP Negeri Lubuklinggau. The population and sample in this study amounted to 73 honorary teachers. The data analysis technique used is Path Analysis. The results of the path analysis was a positive influence from the path analysis showing that indirectly Reward through Work Motivation has a significant influence on Work Motivation of Honorary Teachers at SMP Negeri Lubuklinggau. It can be seen from the Path Analysis Results of the effect of Reward on Work Motivation: from the analysis obtained reward significance value of $0.012 < 0.05$ so it can be concluded that there was a direct significant influence of reward on work motivation. Meanwhile, there was no significant effect of Reward on Honorary Teachers' performance at SMP Negeri Lubuklinggau. It can be seen from the results of the Path Analysis of Reward on Performance effect : from the analysis it was obtained that the significance value of Reward was $0.213 > 0.05$ so that it can be concluded that there was no direct significant effect of Reward on Performance. In conclusion, reward and punishment have a partial and simultaneous significant effect on honorary teachers' performance at SMP Negeri Lubuklinggau.

Keywords : *Reward, Punishment, Motivation, Work Performance*

INTRODUCTION

Management of human resources is one of the most important things that must be considered by a school. Human resources are a driving force for the running of a school and also the most important asset for a school. According to (Zainal, 2018) One that can improve the quality of human resources is education, because education is a way to form good and virtuous human beings according to the aspirations and values of society and form intelligent human beings in cognitive aspects. but also intelligent in affective and psychomotor aspects.

The aim of schools as part of the national education goals is to increase intelligence, knowledge, personality, noble character, and skills to live independently and take part in further education. One of the factors for achieving this goal is that schools must pay attention to the performance of teachers, with better and increasing teacher performance, the service they provide to schools will be even better.

One of the variables in achieving school goals is performance. According to Ivancevich, performance is the result achieved from what is desired by the organization (Ivancevich, 2019). In addition, according to Kasmir, performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period (Kasmir, 2019).

This means that performance is the result of one's work and work behavior in a period, usually one year.

One of the things that affect performance is motivation. According to Greenberg and Baroon, motivation is a series of processes that arouse, direct, and maintain human behavior towards achieving goals (Greenberg and Baroon, 2019). One way to motivate teachers is with rewards. Reward or appreciation according to Mulyasa (2019) is a response to a behavior that can increase the likelihood of the behavior recurring (Mulyasa, 2019). Reward is one of the most important things in an organization because it can generate motivation and enthusiasm for honorary teachers to carry out their duties as stipulated by school regulations to achieve a target.

While Punishment is an unpleasant consequence that has been made by his superiors to be given to employees who violate school rules that have been set. According to baharuddin and esa nur Wahyuni (2019).Teacher is one of the most important aspects in education world. Based on data released by the directorate general for improving the quality of educators, the Ministry of National Education, the government classifies teachers namely, PNS (civil servant) teachers, auxiliary teachers, regional honorary teachers, permanent teachers and non-permanent teachers. From these several groups of teachers, it results in a difference amount of salary, allowances and facilities received by each teacher. Especially honorary teachers, they receive honorarium (wages/salaries) voluntarily and even below the officially determined minimum salary.

The small wages/salaries received by honorary teachers are due to the lack of work motivation and the performance of the teachers themselves, therefore superiors must provide motivation so that the performance of honorary teachers goes well so that the goals of an organization are achieved. One way to motivate teachers to improve their performance is by giving rewards and vice versa if the honorary teacher violates the rules, the school will give the fairest punishment.

The initial survey conducted found that rewards in the form of money received by honorary teachers at several SMP Negeri in Lubuklinggau, are usually only given if honorary teachers can complete their assignments or there are additional assignments given by superiors to honorary teachers by the amount is uncertain depending on the funds owned by the school. This will affect the performance of honorary teachers and the high level of punishment makes some honorary teachers feel uncomfortable due to job dissatisfaction.

The lack of motivation from schools and the high penalties given are one of the reasons for the decreased honorary teachers performance. In addition, honorary teachers performance also decreased due to the ineffectiveness of giving rewards, high punishment and lack of working relationships, lack of communication between employees resulted in some honorary teachers being less enthusiastic about teaching and lacking harmony at the office. In addition, there are still minimal opportunities for advancement and awards in several SMP Negeri in Lubuklinggau.

For example, when superiors impose penalties for violating the punishment, however, there is no appreciation for honorary teachers who have certain achievements so that the honorary teachers performance will decrease.

In addition, rewards can also affect employee performance. It can be seen from the absence of allowances given by superiors to their employees for the workload that has been given. The Wages and salaries that do not match inadequate travel facilities, where salaries or wages received by employees amount to 300,000 to 500,000. In addition, the incentives provided by the school are not in accordance with the applicable procedures, for example, when employees complete work properly and well, but sometimes employees do not get the incentives they should get. So that the performance of employees every year fluctuates., so this research was carried out with the title "The Effect of Reward and Punishment on Work Motivation and the Impact on Honorary Teacher Performance at SMP Negeri Lubuklinggau "

Reward

According to Mulyasa, Reward is a response to a behavior that can increase the likelihood of the behavior recurring (Mulyasa, 2019). In addition, according to Suharsimi Arikonto, reward is something that is liked and liked by children which is given to those who can fulfill expectations, namely achieving the specified goals or even being able to exceed them (Suharsimi Arikonto, 2019).

Punishment

According to Baharudin and Esa Nur Wahyuni Punishment (Punishment) is a technique used to eliminate inappropriate or unwanted behavior by providing an unpleasant stimulus to individuals (Baharudin & Wahyuni, 2019). In addition, according to Hamdani, punishment is suffering that is intentionally given or caused by educators after teachers or students commit violations or mistakes (Hamdani, 2019).

Motivation

Definition of Work Motivation According to Kadarisman in Ni Nengah Saridadi (Sarinadi, 2014) motivation is the driving force or motivator in a person to want to behave and work with enthusiasm and well in accordance with the duties and obligations that have been given to him. According to William J. Stanton, motivation is a stimulated need that is oriented towards individual goals in achieving satisfaction (Mangkunegara, 2019)

Work Performance

According to Robbins in cashmere, performance is as a function of the interaction between ability or ability (A), motivation (M), and opportunity or opportunity (O); namely

performance = $f(A \times M \times O)$, meaning that performance is a function of ability, motivation, and opportunity (Robbins, 2019).

RESEARCH METHOD

This research is a quantitative type of research. The quantitative method is a research method based on the philosophy of positivism, or facts that occur in a structured and systematic way. (Gani & Nasution, n.d.2021)

Data Collection Techniques

According to Sujarweni (2017), data collection is a method used by researchers to uncover or capture quantitative information from respondents according to the scope of research

a. Observation

Observations are made to observe the phenomenon that is being targeted. The observed targets were teacher behavior related to work motivation and work discipline as well as student achievement at SDN Tegal Sari Village.

b. Questionnaire

Questionnaires were used to obtain data on work motivation, work discipline, and teacher performance. The data in this study are primary data revealed by spreading or giving a questionnaire/questionnaire.

c. Documentation

This documentation technique is used to complete data related to the general description of SDN Tegal Sari Village, a list of teacher names, and a list of US scores and grade 6 students at SDN Tegal Sari Village

Population

Population is a collection of data that has the same characteristics and becomes the object of inference. According to Sugiyono (Sugiyono 2018) Population is a generalized area consisting of objects/subjects that have certain quantities and characteristics determined by researchers to study and then draw conclusions. Population in this study were all 270 honorary teachers at SMP Negeri Kota Lubuklinggau.

Sample

The sample is part of the population that you want to study as a view of the population, but not the population itself. According to Sugiyono (Sugiyono 2018), the sample is part of the number and characteristics possessed by the population. If the population is large, and it is impossible for the researcher to study everything in the population, for example due to limited funds, manpower and time, the researcher can use samples taken from that population. The number of samples was determined using the Slovin formula (Diah Isnaini Asiati, 2019) with an

error rate of 10%. Based on the calculations, 73 samples were obtained, while the sampling technique used was Probability Sampling, probability sampling is a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a member of the sample

$$n = \frac{N}{1+N \cdot (e)^2} \quad n = \frac{270}{1+270 \cdot (0,01)^2} \quad n = \frac{270}{1+2,7} \quad n = \frac{270}{3,7} = 72,9 = 73$$

RESULT AND DISCUSSION

1. Result of hypothesis Test

Simple Linear Regression Test Results

a. Simple Linear Regression of Reward on Work Motivation

The simple linear regression test that was tested came from 1 independent variable and 1 dependent variable, namely Reward on Work Motivation at SMP Negeri Lubuklinggau. The results of a simple linear regression test can be seen in table 2 below:

Table 2 Simple Linear Regression Results: Dependent Variable Work Motivation (Y1)

Coefficients						
Model		Unstandardized coefficient		Unstandardized coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	28,811	2,542		11,333	,000
	Reward (X1)	,539	,133	,433	4,043	,000

Resource: conducted data on SPSS 26.01, 2022

Table 2 results of the simple linear regression above shows the regression equation, namely $Y = 28.811 + 0.539 X1$ From the regression value equation it can be seen that the constant value obtained is $a = 28.811$ units. This shows that without being influenced by the independent variable Reward (X1), the value of Work Motivation (Y1) is 28.811 units. 0.539 units.

b. Simple Linear Regression of Punishment on Work Motivation

The simple linear regression test that was tested came from 1 independent variable and 1 related variable, namely Punishment on Work Motivation at SMP Negeri Lubuklinggau. The results of a simple linear regression test can be seen in table 3 below:

Table 3 Simple Linear Regression Results of Punishment on Work Motivation

Coefficients		
Model	Unstandardized coefficient	Unstandardized

				Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	,606	2,289		,265	,792
	Punishment (X1)	1,001	,124	,691	8,051	,000

Source: Conducted Data on SPSS 26.01, 2022

Table 3 of the simple linear regression above shows the regression equation, namely $Y = 0.606 + 1.001 X_2$. From the regression value equation it can be seen that the constant value obtained is $a = 0.606$ units. This shows that without being influenced by the independent variable Punishment (X_2), the value of Work Motivation (Y_1) is 0.606 units. The regression coefficient value of the Punishment variable obtained is $b = 1.001$ units, indicating that every change in the value of Punishment, the value of Work Motivation will change directly proportionally, by 1.001 units.

c. Simple Linear Regression Reward on Performance

The simple linear regression test that was tested came from 1 independent variable and 1 related variable, namely Reward for Performance at SMP Negeri Lubuklinggau. The results of a simple linear regression test can be seen in table 4 below:

Table 4. Simple Linear Regression Results

Coefficients						
Model		Unstandardized coefficient		Unstandardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	28,136	2,389		11.778	,000
	Reward (X1)	,527	,125	,447	4,207	,000

Resources: Conducted Data on SPSS 26.01, 2022

Table 4. Results of the simple linear regression above shows the regression equation, namely $Y = 28.136 + 0.527 X_2$. From the regression value equation it can be seen that the constant value obtained is $a = 28.136$ units. This shows that without being influenced by the independent variable Reward (X_1), the Performance value (Y_2) is 28.136 units. The regression coefficient value of the Punishment variable obtained is $b = 0.527$ units, indicating that every change in the Reward value, the Performance value will change directly proportionally, amounting to 0.527 units.

D. Simple Linear Regression of Punishment on Performance

The simple linear regression test that was tested came from 1 independent variable and 1 related variable, namely Punishment on Performance at Lubuklinggau Public Middle School, Lubuklinggau. The results of a simple linear regression test can be seen in table 5 below:

Table 5 Simple Linear Regression Results of punishment on performance

Coefficients						
Model		Unstandardized coefficient		Unstandardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	,571	2,102		,271	,787
	Punishment (X2)	,978	,114	,713	8,563	,000

Source: data collecting on SPSS 26.01, 2022

Table 5 results of the simple linear regression above shows the regression equation, namely $Y = 0.571 + 0.987 X_2$. From the regression value equation it can be seen that the constant value obtained is $a = 0.571$ unit. This shows that without being influenced by the independent variable Punishment (X_2), the performance value (Y_2) is 0.571 units. The regression coefficient value of the Reward variable obtained is $b = 0.987$ units, indicating that each change in the Punishment value, the Performance value will change directly proportionally, amounting to 0.987 units.

e. Simple Linear Regression of Work Motivation on Performance

The simple linear regression test that was tested came from 1 independent variable and 1 related variable, namely work motivation on performance at SMP Negeri Lubuklinggau. The results of a simple linear regression test can be seen in table 6 below:

Table 6 Simple Linear Regression Results Work motivation on performance

Coefficients						
Model		Unstandardized coefficient		Unstandardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,888	1,079		2,676	,009
	Motivasi Kerja (Y1)	,822	,056	,868	14,718	,000

Source: collecting data on SPSS 26.01, 2022

Table 6 results of simple linear regression above shows the regression equation, namely $Y = 2.888 + 0.822 Y_1$. From the regression value equation it can be seen that the constant value obtained is $a = 2.888$ units. This shows that without being influenced by the independent variable Work Motivation (Y_1), the performance value (Y_2) is 2.888 units. The regression coefficient value of the Work Motivation variable obtained is $b = 0.822$ units, indicating that every change in the

Work Motivation value, the Performance value will change directly proportionally, amounting to 0.822 units.

Discussion

a. The Effect of Rewards on the Honorary Teachers motivation at SMP Negeri Lubuklinggau

The results showed that from a simple linear regression test of 1 independent variable and 1 dependent variable, namely the Reward and Work Motivation of honorary teachers at SMP Negeri Lubuklinggau, the simple linear regression results above show the regression equation, namely $Y = 28.811 + 0.539 X_1$, from the equation the regression value can be seen that the constant value obtained is $a = 28.811$ units. This shows that without being influenced by the independent variable Reward (X_1), the value of Work Motivation (Y_1) is 28.811 units. While the value of the regression coefficient of the Reward variable obtained is $b = 0.539$ units, indicating that every change in the value of Rewards, then Work Motivation will change directly proportionally, amounting to 0.539 units. Furthermore, the results of the correlation coefficient test (r) for the independent variable Reward (X_1) obtained is 0.433. This means that the relationship between the independent variable Reward (X_1) and the variable related to Work Motivation (Y_1) is partially moderate, namely 0.433 because the value is in the coefficient interval 0.40 – 0.599. The results of the first hypothesis test t test obtained the value of the Reward variable (X_1) on Work Motivation (Y_1) in the form of a t count = 4.043 greater than the value of t table ($73 - 1 = 72$) = 1.666, with a significant value = 0.000. This means that partially the reward variable has a significant influence on work motivation at SMP Negeri Lubuklinggau .

Results of Path Analysis from the effect of Reward on Work Motivation: from the analysis obtained a significance value of Reward of 0.012 < 0.05 so it can be concluded that there is a direct significant influence of Reward on Work Motivation.

b. The Effect of Rewards on the Honorary Teachers performance at SMP Negeri Lubuklinggau

The results showed that from a simple linear regression test of 1 independent variable and 1 dependent variable, namely the reward and performance of honorary teachers at SMP Negeri Lubuklinggau, the simple linear regression results above show the regression equation, namely $Y = 28.136 + 0.527 X_2$, from the equation of the regression value it can be seen that the constant value obtained is $a = 28.136$ units. This shows that without being influenced by the independent variable Reward (X_1), the Performance value (Y_2) is 28.136 units. While the regression coefficient value of the Reward variable obtained is $b = 0.527$ units, indicating that each change in the Reward value, the Performance will change directly proportionally, amounting to 0.527 units. Furthermore, the results of the correlation coefficient test (r) for the independent variable Reward (X_1) obtained is 0.447. This means that the relationship between the independent

variable Reward (X1) and the performance-related variable (Y2) is partially moderate, namely 0.447 because the value is in the coefficient interval 0.40 – 0.599. The results of the first hypothesis test t test obtained the value of the Reward variable (X1) on Performance (Y2) in the form of a t count = 4.207 greater than the value of t table $(73-1 = 72) = 1.666$, with a significant value = 0.000. This means that partially the reward variable has a significant influence on work performance at SMP Negeri Lubuklinggau. Results of Path Analysis from the effect of Reward on Performance: from the analysis obtained a significance value of Reward of $0.213 > 0.05$ so it can be concluded that indirectly there is a significant influence of Reward on Performance.

c. The Effect of Punishment on the Work Motivation of Honorary Teachers at SMP Negeri Lubuklinggau

The results show that from a simple linear regression test of 1 independent variable and 1 dependent variable, namely Punishment and Work Motivation of honorary teachers at SMP Negeri Lubuklinggau, the simple linear regression results above show the regression equation, namely $Y = 0.606 + 1.001 X_2$, from the equation the regression value shows that the constant value obtained is $a = 0.606$ units. This shows that without being influenced by the independent variable Punishment (X1), the value of Work Motivation (Y1) is 0.606 units. While the value of the regression coefficient of the Reward variable obtained is $b = 1.001$ units, indicating that every change in the value of Punishment, then Work Motivation will change directly proportionally, amounting to 1.001 units. Furthermore, the results of the correlation coefficient test (r) for the independent variable Reward (X1) obtained were 0.691. This means that the relationship between the independent variable Reward (X1) and the variable related to Work Motivation (Y1) is partially strong, namely 0.691 because the value is in the coefficient interval 0.60 – 0.799. The results of the first hypothesis test t test obtained the value of the Reward variable (X1) on Work Motivation (Y1) in the form of a tcount = 8.051 greater than the value of ttable $(73-1 = 72) = 1.666$, with a significant value = 0.000. It means that partially the Punishment variable has a significant influence on work motivation at SMP Negeri Lubuklinggau. Results of Path Analysis from the effect of Reward on Work Motivation: from the analysis obtained a significance value of Punishment of $0.000 < 0.05$ so it can be concluded that there is a direct significant influence of Punishment on Work Motivation.

d. The Effect of Punishment on the Honorary Teachers performance at SMP Negeri Lubuklinggau

The results show that from a simple linear regression test of 1 independent variable and 1 dependent variable, namely Punishment and Performance of honorary teachers at SMP Negeri Lubuklinggau, the simple linear regression results above show the regression equation, namely

$Y = 0.571 + 0.987 X_2$, from the equation of the regression value it can be seen that the constant value obtained is $a = 0.571$ units. This shows that without being influenced by the independent variable Punishment (X_2), the performance value (Y_2) is 0.571 units. While the value of the regression coefficient of the Reward variable obtained is $b = 0.978$ units, indicating that every change in the value of Punishment, the performance will change directly proportionally, amounting to 0.978 units. Furthermore, the results of the correlation coefficient test (r) of the punishment independent variable (X_2) obtained were 0.713. This means that the relationship between the independent variable punishment (X_2) and the performance-related variable (Y_2) is partially strong, namely 0.713 because the value is in the coefficient interval 0.60 – 0.799. The results of the first hypothesis test t test obtained the value of the punishment variable (X_2) on performance (Y_2) in the form of a t count = 8.563 greater than the t table value ($73-1 = 72$) = 1.666, with a significant value = 0.000. This means that partially the Punishment variable has a significant influence on performance at SMP Negeri Lubuklinggau. Results of Path Analysis from the effect of punishment on performance: from the analysis it was obtained a significance value of Punishment of 0.008 < 0.05 so it can be concluded that there is a direct significant effect of Punishment on performance.

e. The Effect of Work Motivation on the Honorary Teachers Performance at SMP Negeri Lubuklinggau

The results showed that from a simple linear regression test of 1 independent variable and 1 dependent variable, namely Punishment and Performance of honorary teachers at SMP Negeri Lubuklinggau, the simple linear regression results above show the regression equation, namely $Y = 2.888 + 0.822 Y_1$, from the equation of the regression value it can be seen that the constant value obtained is $a = 2.888$ units. This shows that without being influenced by the Work Motivation variable (Y_1), the Performance value (Y_2) is 2.888 units. While the value of the regression coefficient of the Work Motivation variable obtained is $b = 0.822$ units, indicating that every change in the value of Work Motivation, the performance will change directly proportionally, amounting to 0.9822 units. Furthermore, the results of the correlation coefficient test (r) for the independent variable Reward (Y_1) obtained were 0.868. This means that the relationship between the variable Work Motivation (Y_1) and the related variable Performance (Y_1) is partially very strong, namely 0.868 because the value is in the coefficient interval of 0.80 – 1.000. The results of the first hypothesis test t test obtained the value of the variable Work Motivation (Y_1) on Performance (Y_2) in the form of a t count of 14.718 greater than the t table value ($73-1 = 72$) = 1.666, with a significant value = 0.000. This means that partially the variable Work Motivation has a significant influence on performance at SMP Negeri Lubuklinggau. Results of Path Analysis from the influence of work motivation on performance: from the analysis obtained a significance

value of work motivation of $0.000 < 0.05$ so it can be concluded that there is a direct significant influence of work motivation on performance.

CONCLUSION

Conclusion

Based on the results of the research data analysis described in the previous chapter, it can be concluded that:

1. There is a positive effect of reward on honorary teachers work motivation at SMP Negeri Lubuklinggau . It can be seen from the results of the t test obtained the value of the Reward variable (X1) on Work Motivation (Y1) in the form of a t count = 4.043 greater than the t table value $(73-1 = 72) = 1.666$, with a significant value = 0.000. It means that partially the reward variable has a significant influence on work motivation at SMP Negeri Lubuklinggau.
2. There is a positive effect of Punishment on Honorary Teachers motivation at SMP Negeri Lubuklinggau. It can be seen from the results of the t test that the variable value of Punishment (X2) on Work Motivation (Y1) is obtained in the form of a t count = 8.051 which is greater than the t table value $(73-1=72) = 1.666$, with a significant value = 0.000. It means that partially the Punishment variable has a significant influence on work motivation at SMP Negeri Lubuklinggau.
3. There is a positive effect of Punishment on Honorary Teachers performance at SMP Negeri Lubuklinggau. It can be seen from the results of the t test obtained the value of the variable Punishment (X2) on Performance (Y1) in the form of a t count = 8.563 greater than the value of t table $(73-1=72) = 1.666$, with a significant value = 0.000. It means that partially the Punishment variable has a significant influence on teacher performance at SMP Negeri Lubuklinggau.
4. There is a positive effect of work motivation on performance in honorary teachers at SMP Negeri Lubuklinggau. It can be seen from the results of the t test obtained by the value of the variable Work Motivation (Y1) on Performance (Y2) in the form of a t count of 14.718 which is greater than the value of t table $(73-1=72) = 1.666$, with a significant value = 0.000. It means that partially the variable Work Motivation has a significant influence on teacher Performance at SMP Negeri Lubuklinggau.
5. There is a positive influence from path analysis indicating that indirectly Reward through Work Motivation has a significant effect on Work Motivation in Honorary Teachers at SMP Negeri Lubuklinggau. It can be seen from the Path Analysis Results of the effect of Reward on Work Motivation: the analysis obtained a significance value Reward is $0.012 < 0.05$ so it can be concluded that there is a direct significant influence of reward on work motivation.

6. There is no significant effect of Reward on Honorary Teachers performance at SMP N Lubuklinggau. It can be seen from the results of the Path Analysis of the effect of Reward on Performance: from the analysis it is obtained that the significance value of Reward is $0.213 > 0.05$ so it can be concluded that indirectly there is a significant influence of Reward on Performance.

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