

ABSTRAK

HUBUNGAN *REWARD* DAN *PUNISHMENT* DENGAN DISIPLIN KERJA TENAGA KESEHATAN RUMAH SAKIT Tk. IV GUNTUNG PAYUNG BANJARBARU (Oleh Wulan; Eny Hastuti; Muhammad Muslim; Rinie Indah Chandra Wirasati; 2024; 144 Halaman)

Penelitian ini dilatarbelakangi oleh tingkat kedisiplinan kerja pada karyawan rumah sakit dapat dilakukan dengan cara pemberian *reward* dan *punishment*. Berdasarkan data observasi yang menunjukkan perolehan presensi Triwulan I karyawan di Rumah Sakit Tk. IV Guntung Payung masih kurang baik dari segi penerapan presensi digital yaitu menggunakan teknologi *fingerprnt*. Tujuan penelitian ini adalah mengetahui hubungan *reward* dengan disiplin kerja tenaga kesehatan dan mengetahui hubungan *punishment* dengan disiplin kerja tenaga kesehatan. Metode penelitian yang digunakan adalah metode kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan/kayawati tenaga kesehatan Rumah Sakit Tk. IV Guntung Payung yang berjumlah 65 karyawan/karyawati. Metode analisis data yang digunakan adalah *Chi Square*. Hasil penelitian ini menunjukkan bahwa *reward* memiliki hubungan yang signifikan dengan disiplin kerja tenaga kesehatan Rumah Sakit Tk. IV Guntung Payung Banjarbaru pada nilai $nig\ 0,000 < 0,05$ dan *punishment* memiliki hubungan yang signifikan dengan disiplin kerja tenaga kesehatan Rumah Sakit Tk. IV Guntung Payung Banjarbaru dengan nilai $sig\ 0,023 < 0,5$. Sehingga dapat disimpulkan bahwa *reward* dan *punishment* memiliki hubungan yang signifikan dengan disiplin kerja tenaga kesehatan Rumah Sakit Tk. IV Guntung Payung Banjarbaru.

Kata kunci : *Reward*, *Punishment*, Disiplin Kerja

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THE RELATIONSHIP OF REWARD AND PUNISHMENT WITH WORK DISCIPLINE OF HOSPITAL Tk. IV GUNTUNG PAYUNG BANJARBARU (By Wulan; Eny Hastuti; Muhammad Muslim; Rinie Indah Chandra Wirasati; 2024; 144 pages)

This research is motivated by the level of work discipline in hospital employees which can be done by providing rewards and punishment. Based on observation data showing the first quarter attendance of employees at Hospital Tk. IV Guntung Payung Banjarbaru is still not good in terms of implementing digital presence, namely using fingerprint technology. The aims of this research are to determine the relationship between rewards and the work discipline of health workers and to determine the relationship between punishment and the work discipline of health workers. The research method used is a quantitative method. The population in this study were all employees/health workers at Hospital Tk. IV Guntung Payung, totaling 65 employees. The data analysis method used is Chi Square. The results of this study show that Reward has a significant relationship with Work Discipline of health workers Hospital Tk. IV Guntung Payung Banjarbaru at a value of $nig\ 0.000 < 0.05$ and Punishment has a significant relationship with Work Discipline of health workers at Hospital Tk. IV Guntung Payung Banjarbaru with a sig value of $0.023 < 0.5$. So it can be concluded that reward and punishment have a significant relationship with the work discipline of health workers at Hospital Tk. IV Guntung Payung Banjarbaru.

Keywords: Reward, Punishment, Work Discipline

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