

The Effect of Reward, Punishment and Work Discipline on the Performance of Lecturers of Pancasetia Economic Science High School of Banjarmasin

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ABSTRACT

This study aims to analyze the effect of reward, punishment, and work discipline on the performance of lecturers at the Pancasetia School of Economics Banjarmasin. The research method used is a questionnaire distributed to 40 lecturers at the Pancasetia School of Economics Banjarmasin as respondents. The measurement uses a Likert scale with a weight scale of 1 to 5. The results showed that reward had a positive effect on lecturer performance, the punishment had no positive effect on lecturer performance and work discipline had a positive effect on lecturer performance at the Pancasetia School of Economics Banjarmasin. Based on the Coefficient of Determination Test, the effect of the variable reward, punishment, and work discipline simultaneously on the performance of educators and education personnel is 0.630 while the remaining 37% is influenced by other variables not examined in this study. This figure means that the effect of reward, punishment and work discipline together is closely related to the performance of educators and education staff

Keywords: reward, punishment, work discipline, performance of educators

INTRODUCTION

The reward can be understood as a form of gift given to employees who can get certain achievements that are beneficial to the company or organization in the forms of financial and non-financial in order to increase morale, motivate employee commitment, and be able to influence other employees to do a better positive competition between employees.

Efforts to obtain a professional workforce following the guidelines of the position require sustainable development, namely an effort to plan, organize, use, and select workers so that they are able to carry out their duties effectively and efficiently. As a concrete step in the results of coaching, the awarding of employees who have shown good work performance. The awarding is an effort by the company in providing remuneration for the work of employees so that it can encourage employees to work harder and have potential. Rewards do not have to be in the form of money but can also be in the form of praise, certificates, awards, trophies, honors, promotions, giving higher positions, promotions to lead an area. Reward indicators include wages, salaries, incentives, benefits, interpersonal rewards, and promotions.

Punishment

In principle, punishment is punishment or anything that can weaken behavior and tends to reduce the frequency of subsequent behavior and usually consists of requesting an unexpected consequence. The punishment in question is a consequence of certain mistakes or violations such as laws and so on.

Purwanto (2006: 186) punishment is suffering that is given or inflicted intentionally by someone after a violation, crime or mistake has occurred. Abu Ahmadi and Nur Uhbiyati explained that punishment is an act, where we consciously and intentionally inflict sorrow on others, both from a physical point of view and from a spiritual perspective, other people have weaknesses when compared to ourselves, and therefore, we have a responsibility to guide it and protect it. Punishment is a threat of punishment that aims to improve the performance of violators' employees, maintain applicable regulations and provide lessons to violators (Mangkunegara, 2010: 130)

Punishment is defined as the act of presenting unpleasant or unwanted consequences as a result of doing certain behaviors (Ivancevich, Konopaske and Matteson, 2006:226). Punishment is a threat of punishment that aims to improve violators' employees, maintain applicable regulations and provide lessons to violators (Ardana, 200: 130). Punishment is the giving of unwanted results to eliminate unwanted behavior. In fact, punishment is not an effective way to change employee behavior.

Rivai (2015) indicators of punishment are described as follows: Light punishment, with the type of verbal warning to the employee concerned, a warning, and an unwritten statement of dissatisfaction. Moderate penalties, with the kind of reprimand that delaying a raise, had previously been planned. Severe punishment, with the type of demotion or demotion. Release from the position, termination of work at the request of the employee concerned, and termination of employment as an employee in the company.

Work Discipline

Work discipline is the attitude and behavior of an employee which is manifested in the form of an employee's willingness with full awareness, and sincerity or by coercion to comply with and implement all company regulations and policies in carrying out their duties and responsibilities (Atmayan and Indrawati 2016). Disciplined individuals are very careful in managing their work and are full of responsibility to fulfill their obligations. The eyes of the heart are focused on the results to be achieved (achievements) so that they can adapt to challenging situations. They also have the adaptability or flexibility to accept new innovations or ideas. Her adaptability is very flexible in the way she handles stressful changes. Because of their consistent attitude, they are not closed to new, innovative ideas.

Discipline is a matter of habit. Each action is repeated at the same time and place. Positive habits that must be nurtured and continuously improved from time to time. True discipline is not formed in one or two years but is a habit formed since we were small, then the behavior is maintained during adolescence and its meaning is internalized in adulthood and the results are reaped. (KH. Toto Tasmara, 2002:88). According to E. Mulyasa (2002) discipline is an orderly awareness in which people who are related in a system are happy to obey existing regulations. Maman Rachman states that discipline is an effort to control oneself and the mental attitude of

individuals or communities in developing obedience and obedience to rules and regulations based on encouragement and awareness that arises from within their hearts.

Zainal, Ramly, and Mutis (2015, 598) say that: "a work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior as well as an effort to increase one's awareness and willingness to obey all company rules and norms. – prevailing social norms". Work discipline in the office is not just a matter of domination of rules and punishments applied by the company. Indeed, sometimes companies impose disciplinary actions so that employees can get used to maintaining discipline. Work discipline behavior will form itself when employees and company management have a sense of trust in each other. It also supports the goal of disciplined work which is to create a comfortable work environment and stay on the same line to achieve company goals.

Work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. Work discipline is an important thing that needs to be considered, it should not be left alone. Employee discipline itself can usually be measured in several indicators of attendance at work, punctuality in coming to work, adherence to work standards, responsibility in carrying out tasks, and employee attitudes and behavior in carrying out their duties.

Lecturer Performance

Gomes (2006:39) states employee performance as a record of production results on specific job functions or activities over a certain period of time. So that performance is the level of success achieved by employees in carrying out a work activity by referring to the tasks that must be done. Performance is defined as the quality and quantity of work achieved by an employee in carrying out his duties under the responsibilities given to him (Mangkunegara, 2000: 67). Performance is a real behavior that is displayed by everyone as work performance is produced by employees according to their role in the company (Rivai, 2004:309). Performance is a real behavior that is displayed by everyone as work performance is produced by employees in accordance with their planned roles at the time and place of the employee in the company (Veithzal Rivai, 2015: 128).

There are six indicators to measure employee performance individually, namely (Robbins, 2006:260):

1. The quality of work is measured by the employee's perception of the quality of the work produced and the perfection of the task on the skills and abilities of employees.
2. Quantity. Represents the number produced expressed in terms such as the number of units, the number of cycles that have been generated.
3. Punctuality. Is the level of activity completed at the beginning of the stated time, from the point of view of coordinating with the output results and maximizing time for other activities.
4. Effectiveness. Is the level of use of organizational resources (labor, money, technology, raw materials) is maximized with the aim to increase the results of each unit in the use of resources?
5. Independence. This is the level of an employee who will be able to carry out his work functions.

6. Work commitment. Is a level where employees commit to work with the agency and employee responsibilities to the office.

Educators and education staff are two professions that are closely related to the world of education, even though the scope of the two is different. This can be seen from the meaning of the two as stated in Article I of Law No. 20 of 2003 concerning the education system. The law states that education personnel is members of the community who are dedicated and appointed to support the implementation of education. Meanwhile, educators are educational staff who are qualified as teachers, lecturers, counselors, tutors, government employees, instructors, facilitators, and other designations according to their specificity and participate in providing education. From the above definition, it is clear that education personnel have a wider scope of the profession, which also includes educators.

Educators (lecturers) who will deal directly with students but still need support from education staff, so that they can carry out their duties properly. Because educators will experience difficulties in carrying out their duties if they are in a vacuum, there are no clear rules, not supported by adequate infrastructure, not equipped with library services and facilities and other supporting learning resources. That's why educators and education staff have the same role and task, namely carrying out various activities that lead to the creation of convenience and success of students in learning. Educational staffs are very important in supporting the implementation of the tasks of an organizational institution because in addition to functioning as administrative staff, they also play a very important role in providing services to the needs of students, including lecturers, but in teaching and learning activities in the campus environment. This means that as educators in managing a task and work, they should be required to act professionally, honestly, and fairly and be neutral and non-discriminatory in providing service needs to students. The development of educators and education personnel is directed at creating efficient, effective, clean, and authoritative personnel. As well as being able to carry out all general tasks based on an attitude of service to the community, nation, and state.

RESEARCH METHODOLOGY

Population and Sample

Penelitian ini dilakukan di Sekolah Tinggi Ilmu Ekonomi Pancasetia Banjarmasin, populasi dalam penelitian ini adalah seluruh dosen di Sekolah Tinggi Ilmu Ekonomi Pancasetia Banjarmasin yang berjumlah 83. Penarikan sampel menggunakan metode *proporsional random sampling*, jumlah sampel yang digunakan dalam penelitian ini adalah sebanyak 40 responden. Teknik pengumpulan dengan metode survey dengan instrumen kuesioner, skala pengukuran data menggunakan Likert.

Operational definition

Reward (X1) is a form of reward or remuneration given to a person or group for having behaved well, performing an advantage or achievement, making a contribution, or successfully carrying out a task given according to the set targets, with indicators of Wages, salaries, incentives, benefits, awards, and promotions.

Punishment (X2) is a form of procedure or action given to individuals or groups for mistakes, violations, or crimes that have been committed in the form of negative reinforcement or

suffering in the context of fostering and improving behavior so that it does not recur in the future, with light punishment indicators, moderate punishment, and severe punishment.

Work discipline (X3) is an attitude and behavior of a person who shows obedience, obedience, loyalty, regularity in company or organization regulations and applicable social norms, with indicators of obeying the rules of time, obeying company regulations, and obeying the rules behavior at work.

Performance (Y) is the result of work in quality and quantity achieved by an employee in carrying out his functions in accordance with the responsibilities given to him, with indicators of quality, quantity, timeliness, effectiveness, independence, and work commitment.

Data analysis used multiple linear regression which serves to determine the effect/relationship between the independent variable and the dependent variable. Data processing using SPSS version 22 program with multiple regression equation $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$

RESULTS AND DISCUSSION

Partial Test Results Table (t-test)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Toleranc e	VIF
1 (Constant)	1.593	2.639		.603	.550		
Reward	.286	.109	.342	2.616	.013	.601	1.663
Punishment	.524	.260	.287	2.016	.051	.509	1.964
Work discipline	.721	.289	.317	2.496	.017	.637	1.570

a. Dependent Variable: Performance

Simultaneous Significance Test Table (f-Test)

ANOVA^b

Model	Sum Squares	df	Mean Square	F	Sig.
1 Regression	414.939	3	138.313	20.404	.000 ^a
Residual	244.036	36	6.779		
Total	658.975	39			

a. Predictors: (Constant), Work Discipline, Reward, Punishment

b. Dependent Variable: Performance

Coefficient of Determination Test Table (R²)**Model Summary^b**

Model	R	R Square	Adjusted Square	Std. Error of the Estimate	Durbin-Watson
1	.794 ^a	.630	.599	2.604	1.874

a. Predictors: (Constant), Work Discipline, Reward, Punishment

b. Dependent Variable: Performance

The coefficient of determination or R Square is 0.630. The R Square value of 0.551 was obtained based on the square of the correlation coefficient value, namely $0.794 \times 0.794 = 0.630$. The magnitude of the coefficient of determination is 0.630 or equal to 63%, meaning that the effect of reward (X1), punishment (X2) and work discipline (X3) simultaneously on lecturer performance (Y) is 63%, while the remaining 37% is influenced by variables others that were not investigated in this study. While R is 0.794

Based on the results of the calculation of data processing with the SPSS program, the linear regression equation is obtained: $Y = 26.468 - 0.252X_1 + 0.633 + e$

By interpretation, the value of the employee performance variable (Y) is 26,468 when the organizational commitment variable (X1) and the task characteristic variable (X2) are constant. The coefficient value of the organizational commitment variable (X1) is -0.252, meaning that when the organizational commitment variable increases by 0.325, the employee performance variable will decrease by -0.252 assuming other variables are constant. The coefficient value of the task characteristic variable (X2) is 0.633, meaning that when the task characteristic variable increases by 0.633, the employee performance variable will increase by 0.633 assuming other variables are constant.

DISCUSSION

The results showed that the reward had a significant partial effect on the performance of the Pancasetia Banjarmasin School of Economics Lecturer. Pancasetia Banjarmasin includes giving praise to lecturers from superiors, providing compensation, adding bonuses, and giving prizes for outstanding achievers who have met certain requirements and criteria applied by the Pancasetia Banjarmasin School of Economics, including money, further study assistance, being appointed as permanent employees. and get promoted. The reward has been going well and it is hoped that the award will also affect the performance of all lecturers. The reward is an important issue because it is the main impetus for a person to become an employee, and also has a great influence on performance.

Rewards are rewards, prizes, awards, or rewards that aim to make someone even more active in their efforts to improve or improve the performance that has been achieved (Kamsir, 2004). A reward is a stimulant or motivation to improve the performance achieved by a person which is generally manifested in financial form (monetary incentives) such as providing incentives, allowances, bonuses, and commissions (Rivai Veithzal, 2004).

This is in line with the research of Ayesha Aslam, Amna Ghaffar, Tahleel Talha, Hina Mushtaq (2015) which states that rewards affect employee performance An Empirical Study On banking

sector Of Pakistan. The results of this study are also supported by research by Naser Sadra (2015) which states that there is a significant relationship between rewards and employee performance.

Partial Effect of Punishment on the Performance of Lecturers of the Pancasetia School of Economics Banjarmasin. The results showed that Punishment had no partial significant effect on the performance of the lecturers of the Pancasetia Banjarmasin College of Economics. continuously, the institution provides a warning letter, and deductions from wages in addition to a reduction in position, as well as severe punishment in the form of termination of work. In the opinion of the researcher, the Lecturer of the Pancasetia School of Economics in Banjarmasin has not yet experienced punishment, let alone to the stage of severe punishment in the form of termination of work that has been implemented at the Pancasetia School of Economics, Banjarmasin, this punishment is used as a tool to awaken employees to the right things. Punishment is used to motivate employees so that performance can run optimally. Punishment is implemented with the aim of maintaining applicable regulations so that all duties and responsibilities can be carried out properly which aims to improve the performance of violators and motivate employees so that performance can run optimally.

According to Mangkunegara (2013: 130), the factors that influence the provision of sanctions to employees are due to; (1) Employees arrive late without notice, (2) Leave work before the appointed time without any apparent reason, (3) Do not come to work for 3 days or more without permission, both in writing and verbally, and (4) Use facilities office for personal use. This is in line with research by Raymond Suak, Adolfina Adolfina, Yantje Uhing (2017) which states that Punishment has no significant effect on employee performance.

The results of the study show that work discipline has a significant partial effect on the performance of the Pancasetia Banjarmasin College of Economics Lecturer. High work discipline should always be maintained, even improved for the better. Disciplined employees tend to be punctual in carrying out established procedures and have a high responsibility, trying their best to complete their work so that they can produce optimal performance.

Discipline reflects a person's sense of responsibility towards the tasks assigned to him. Work discipline is the main capital that will determine the level of employee performance. This is in line with research by Anisah Novia Della Merdasari (2018) which states that work discipline has a significant effect on employee performance at the Royal Denai Hotel Bukit Tinggi. The results of this study are also supported by research by Bachtiar Arifudin Husain (2018) which states that discipline has a positive and significant effect on the performance of PT. Bank Danamon Tbk. branch.

CONCLUSION

Reward partially significant effect on the performance of the lecturers of the Pancasetia School of Economics Banjarmasin. Punishment does not have a significant effect partially on the performance of lecturers at the Pancasetia School of Economics, Banjarmasin. Work discipline has a partially significant effect on the performance of the lecturers of the Pancasetia School of Economics, Banjarmasin. Reward, punishment, and work discipline simultaneously have a significant effect on the performance of lecturers at the Pancasetia School of Economics, Banjarmasin.

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