



**Nilai Field Consultancy and  
Training, Malaysia (NFCT)**

**1st  
International Conference on  
Technology, Management and  
Social Sciences  
(ICTMSS, 2016)**



**Sekolah Tinggi Ilmu Ekonomi  
Makassar, Bongaya (STIEM)**

**Makassar, Indonesia**

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# ICTMSS - 2016

INTERNATIONAL CONFERENCE ON TECHNOLOGY,  
MANAGEMENT AND SOCIAL SCIENCES  
NFCT-STIEM BONGAYA



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*NFCT, a professional consultant organization, committed in students, faculty and industry skill development with a pool of eminent researchers, trainers, teachers and consultants from Malaysia.*

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*Two organizations come to know each other incidentally.*

*We shared each other's strength and opportunities.*

*We asked together, why we don't work together for the betterment of academic development through people empowerment.*

*A vision instigated....!!*

*A mission established...!!*

*And....we are with our goal to empower the people in academic and industry through collaborative, academic and professional endeavors*

**NFCT-STIEM Bongaya.**



**INTERNATIONAL CONFERENCE ON  
TECHNOLOGY, MANAGEMENT AND SOCIAL SCIENCES  
2016  
NILAI FIELD CONSULTANCY AND TRAINING (NFCT)  
STIEM BONGAYA**



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## NILAI FIELD CONSULTANCY AND TRAINING (NFCT)

Nilai Field Consultancy and Training (NFCT) is an International organization, tries to establish strong link between various stakeholders in the literary and publishing world, to act as a medium for effective deliberations and discussions.

The objective behind NFCT is to connect the observations and finding of latest researches, deliberate it in international events like conferences, symposiums, seminars etc. and support the researchers, industrialists, scientists, and intellectuals across the world for cross border works and collaborated outputs. Such efforts have several implications in the form of supporting the policy decision makers in the development or improvement of major policies, taking effective decisions considering the far reaching consequences, giving the insight into effective methodological interventions for reliable outcomes, and finally support the advancement of literature and society.

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Our motto, here with this dedicated effort is to create a platform for healthy deliberations and discussions, in a globalized knowledge management era.

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## ABOUT THE CONFERENCE

International Conference on Technology, Management and Social Sciences Conference 2016 is the first international conference held by NFCT, Malaysia in collaboration with STIEM Bongaya, Indonesia. This conference has the very objective of inviting attention from policy makers, industry, managers, researchers, consultants and trainers, on timely Technology, Management and Social Sciences issues in economic and social development. The conference addresses majority social science areas in addition to technology, business, and social sciences viz., accounting, finance, management, operations management, marketing, psychology, sociology, public health, and entrepreneurship.

## CONFERENCE THEME

The conference theme is Role of Technology, Management and Social Sciences in Economy Development. The theme will cover a wide range of topics with particular focus given to the following themes.

### HUMAN RESOURCE MANAGEMENT, INNOVATION AND ENTREPRENEURSHIP

- Leadership Development
- Innovation and creativity
- Entrepreneurial orientation
- Motivation at work
- Motivation and Productivity
- Performance management
- Work Culture development
- Change Management
- Workforce management
- Brand building through HR initiatives
- International HR issues
- Managing diversity at work
- Cross cultural communication

- Competency Mapping
- Labor issues
- Welfare Management
- Talent Management
- Team building
- Habit development
- Attitude development
- Effective transaction for productivity
- Personality development Succession planning Quality of life
- Behavioral Modification
- Mentoring and Coaching
- Effective attendance management
- Goal setting and career development
- Other issues on people management

### CONSUMER AND MARKET ANALAYSIS

- Consumer behavior analysis
- Consumption analysis
- Market segmentation
- Product management
- Distribution channel
- Brand management

- Customer relationship management
- Green marketing
- Retailing
- Pricing strategies
- Marketing communication
- International marketing

### FINANCIAL MANAGEMENT

- Corporate Finance
- Banking /financial institutions
- Financial Statement Analyses
- Islamic Finance and Banking
- Financial and Economic Integration

- Risk Management
- International Finance
- Corporate Governance
- Emerging Markets
- Financial Regulation and Policy analysis

## SUSTAINABILITY AND COMMUNITY DEVELOPMENT

- environmental policies
- Corporate social responsibility;
- sustainable business models;
- business economic modeling and simulation
- Efficiency, productivity and externality
- Poverty, inequality and social cohesion
- Sustainable livelihood
- food security;

- climate change
- development of Development
- Integrated resource management;
- technological development and innovation
- Green accounting
- Energy, environment and sustainable systems
- sustainable development

## EDUCATION AND TECHNOLOGY MANAGEMENT

- Collaborative Learning
- E-Learning
- Special Education
- Distance Learning
- Vocational Education
- Business Education
- Environmental Education
- Financial Education

- Collaborative Learning
- E-Learning
- Special Education
- Distance Learning
- Vocational Education
- Business Education
- Environmental Education

## SESSIONS

International education and industry professionals, academicians and corporate executives, will deliver their paper presentation by providing participants with different perspectives and analysis.



SATURDAY, 13 <sup>TH</sup> August 2016		
0800-0900 WELCOME and Registration		
Inaugural Ceremony		
0900-0905	Welcome Address	Prof. Dr. Dileep Kumar M. (Conference Chair)
0905-0915	Speech	Dr. Jusuf Radja. SE. MSi. (Conference Chair)
0905-0930	Speech	Prof. Dr.Ir. Andi Niartiningasih (Koordinator Koperatis IX)
0930-0945	Keynote Speech	Prof. Dr. Gagaring Pagalung SE. MSi. AK. CA.
0945-0950	Vote of Thanks	Ms. Hasbiady SE. MSi.
PHOTO SESSION		
TECHNICAL SESSION 1 MANAGEMENT		Session Chair
1000-1015	A MEDIATING EFFECT OF FOOD NEOPHOBIA TOWARD PURCHASE INTENTION OF GOAT MILKS AMONG MALAYSIANS CONSUMERS.  <i>Han Kok-Siew Hayati Binti Abd. Rahman Zairina Binti A. Rahman Asmaddy Bin Haris Lim Lee-Chang Dzulkhari Bin Mohd Rani</i>	PROF. Dr. DILEEP KUMAR M
1015-1030	ANALYSIS OF EFFECT OF PROMOTION MIX, PRICE, LOCATION, IMAGE CAMPUS, STUDENTS CHOOSE THE DECISION INSTITUTE OF ISLAMIC RELIGIOUS AFFAIRS (IAIN) AMBON.  <i>Maimunah Toatobun &amp; Khaeril Rutu</i>	
1030-1045	THE EFFECT OF ENTREPRENEURIAL ORIENTATION AND MARKETING CAPABILITIES TOWARD SMALL SCALE INDONESIAN FOOD ENTERPRISES' PERFORMANCE IN SURABAYA.  <i>Herry Christian Palit, Monika Kristanti, Debora Anne Yang Aysia, Hana Stefani Wijaya</i>	
1045-1100	MEDIATION EFFECT OF NUTRITIONAL HEALTH CONSCIOUSNESS ON CONSUMER'S GOAT MILK CONSUMPTION.  <i>Lim Lee-Chang Hayati Binti Abd. Rahman Zairina Binti A. Rahman Asmaddy Bin Haris Han Kok-Siew Mohd. Dzulkhari Bin Mohd Rani</i>	
1100-1115	EXISTENCE OF SOCIETY RURAL COMMUNITY BASED LOCAL RESOURCE IN ENREKANG DISTRICT, INDONESIA.  <i>Irmayani, Darmawan Salman, Didi Rukmana, Farida Nurland</i>	

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1115-1130	INFLUENCE OF MORAL INTENSITY, ETHICS CULTURAL AND PROFESSIONAL IDENTITY ON INTENTION OF WHISTLEBLOWING ACTION IMPLICATIONS ON ACADEMIC FRAUD OF TEACHING ACCOUNTANT IN COOPERATE IXTH REGION SULAWESI.  <i>Syamsu Alam</i>	
1130-1145	OWNERSHIP STRUCTURE, FINANCIAL DECISIONS AND THEIR IMPACT ON FIRM VALUE: JAKARTA ISLAMIC INDEX  <i>Rika Dwi Ayu Parmitasari</i>	
1145-1200	ANALYSIS OF AGGRESSIVE TAX IN TERMS OF GOOD CORPORATE GOVERNANCE COMPANY LISTED ON THE INDONESIA STOCK EXCHANGE (IDX).  <i>Lince Bulutoding</i>	
1200-1215	ANALYSIS OF MANAGEMENT ACCOUNTABILITY SPECIAL AUTONOMY FUND BY THE GOVERNMENT OF PAPUA PROVINCE.  <i>Agustinus Salle</i>	
1215-1230	COMMUNITY DEVELOPMENT STRATEGIES IN LOCAL ECONOMIC DEVELOPMENT IN MAKASSAR – INDONESIA.  <i>Mohammad Rakib</i>	
1230-1315	<b>LUNCH BREAK</b>	
<b>TECHNICAL SESSION 2 FINANCE &amp; ACCOUNTING</b>		
1315-1330	EFFECT OF REWARD, PUNISHMENT, AND THE WORKING ENVIRONMENT TO EMPLOYEE PERFORMANCE ON THE EDUCATION OFFICE YAHUKIMO PAPUA PROVINCE.  <i>Taufik Rachman, Mugiati Muhammad Irfan Aditama</i>	✓
1330-1345	EFFECT OF QUALITY IMPROVEMENT ENGINEER WORKS BY CERTIFICATION IN THE REGIONAL DISTRICT ECONOMY: CASE STUDY IN EAST LUWU DISTRICT OF SOUTH SULAWESI, INDONESIA.  <i>Irwan Usman</i>	Dr. SYAMSU ALAM
1345-1400	EVALUATION OF ASSET INTEGRITY MANAGEMENT STRATEGY IMPLEMENTATION IN PRODUCTION CRITICAL ASSET - ASSET (CASE STUDY IN OPEN MINE COMPANY, SOUTH SULAWESI, INDONESIA)  <i>Dewa Wirantaya</i>	
1400-1415	OPTIMAL FOREIGN CURRENCIES INVESTMENT PORTFOLIO IN INDONESIA	



	<i>Ali Sadikin &amp; Magdalena Saragih</i>	
1415-1430	EFFECT OF BUDGETING, EXPENDITURE BUDGET, BUDGET USAGE, AND BUDGETARY SUPERVISION TO THE SUCCESS OF DEVELOPMENT IN PAPUA PROVINCE.  <i>Gratiana Deodata Mugiati Apner Siang</i>	✓
1430-1445	EFFECT OF ANNOUNCEMENT BUDGETARY NONBINDING, REPUTATION , ETHICS AND SELF - ESTEEM IN BUDGETARY SLACK  <i>Anna Sutrisna S &amp; Dedy Abidin</i>	
1445-1500	BUILDING CONCEPT OF OPERATIONS MAQASHID SHARIA IN FRAME CORPORATE SOCIAL RESPONSIBILITY" (EFFORTS BRINGING CONCEPT OF THOUGHT IMAM ASH SYATIBY)  <i>Saiful Muchlis, Rahmawati Yadi Purwanto &amp; Bandi</i>	
1500-1515	EFFECT OF INTERNAL CONTROL, COMPLIANCE WITH ACCOUNTING RULES AND TRENDS NOT CHEATING ON ETHICAL BEHAVIOR  <i>Sufiati &amp; Marwah Yusuf</i>	
1515-1530	EVALUATION ROLE IN IMPROVING AGRICULTURAL EXTENTION ADOPTION OF FARMERS IN SUB JAILOLO HALMAHERA DISTRICT WEST.  <i>Sumang Irwan Sangaji P.Tandi Balla</i>	
1530-1545	THE EFFECT OF LEARNING ORGANIZATION ON HOSPITAL EMPLOYEES AT MINING HOSPITAL PT VALE INDONESIA SOROWAKO.  <i>Ekafadly Jusuf</i>	
1545-1605	<b>COFEE BREAK</b>	
<b>TECHNICAL SESSION 3 TECHNOLOGY &amp; SOCIAL SCIENCES (Parallel 1)</b>		
1605-1620	SPIRITUAL INVESTMENT: AN IMAGINARY DIALOG INVESTMENT IN THE PERSPECTIVE OF PSAK NO. 13 AND A SPIRITUAL PERSPECTIVE: CONCEPTUAL STUDIES.  <i>Suhardi M Anwar &amp; Rismawati</i>	Dr. IRMAYANI
1620-1635	EFFECT OF INDEPENDENCE ON JOB SATISFACTION GOVERNMENT AUDITORS AT BPK REPRESENTATIVE SULAWESI PROVINCE.  <i>Sahida &amp; Rahman Pura</i>	

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1635-1650	RATIO TO AUDIT REPORT LAG. <i>Mucriana Muchran</i>	
1650-1705	INFLUENCE OF BRAND IMAGE, VALUE OF SUBSCRIBER, SERVICE EXCELLENCE AND CUSTOMER EXPERIENCE TO CUSTOMER SATISFACTION. <i>Ansir Launtu</i>	
1705-1720	EFFECT OF TAXPAYERS COMPLIANCE AND TAX COLLECTION TOWARD REVENUE OF INCOME TAX (EMPIRICAL STUDY IN NORTH MAKASSAR TAX OFFICE). <i>Andi Sulfati</i>	
1720-1735	FACTORS AFFECTING THE PERFORMANCE OF EMPLOYEES IN PT. FAJAR MAKASSAR. <i>Nursyamsu</i>	
1735-1750	ACCESSIBILITY DETERMINANT AND THE PRESENTATION OF REGIONAL FINANCIAL STATEMENT TOWARDS THE ACCOUNTABILITY OF REGIONAL FINANCIAL MANAGEMENT. <i>Anim Wiyana &amp; Sultan Syah</i>	
1750-1805	THE IMPACT OF INFORMATION ASYMMETRY TOWARDS THE QUALITY OF ACCRUAL EARNINGS WITH GOOD CORPORATE GOVERNANCE (GCG) AS MODERATING VARIABLE. <i>Linda Arisanty Razak</i>	
1805-1820	DELONE MODEL EMPIRICAL TEST SUCCESS AND MCLEAN REGIONAL MANAGEMENT INFORMATION SYSTEM (SIMDA) IN THE FRAMEWORK OF REGIONAL FINANCIAL TRANSPARENCY (STUDY IN CITY GOVERNMENT PALOPO). <i>Junaidi &amp; Rahmawati</i>	
1820-1835	PLANTING WITH CORN ( <i>Zea mays</i> ). <i>Sumang &amp; Melky</i>	
1545-1605	<b>COFFEE BREAK</b>	
<b>TECHNICAL SESSION 4 SOCIAL SCIENCES (Parallel 2)</b>		
1605-1620	ANALYSIS OF PUBLIC SATISFACTION AGAINST HEALTH CARE IN PUSKESMAS KEEROM REGENCY. <i>Mugiati &amp; Taufik Rachman</i>	  DR. SUHARDI
1620-1635	ANALYSIS OF FACTORS DIMENSIONS OF QUALITY SERVICE AND CUSTOMER SATISFACTION EFFECT ON HOUSING IN MAKASSAR <i>Mukhlis Kanto</i>	

1635-1650	<p>ANALYSIS OF AVAILABILITY OF ASSETS, ACCOUNTS RECEIVABLE TURNOVER RATE, LONG-TERM DEBT AND THE EFFECT ON FINANCIAL PERFORMANCE REGIONAL WATER COMPANY JAYAPURA REGENCY</p> <p><i>Apner Siang Mugiati Gratiana Deodata</i></p>	<p style="text-align: center;">✓</p> <p style="text-align: center;">DR. SUHARDI</p>
1650-1705	<p>THE INTERGENERATIONAL IMPACTS ON THE CHANGING AUSTRALIAN WORKPLACE</p> <p><i>David White</i></p>	
1705-1720	<p>INFLUENCE OF MOTIVATION OF WORK AND LEADERSHIP STYLE THE PERFORMANCE OF EMPLOYEES IN. PEGADAIAN (PERSERO) BRANCH MAKASSAR</p> <p><i>Nurlaeli. S.</i></p>	
1720-1735	<p>AUDITOR PROFESSIONALISM INFLUENCE ON THE QUALITY AUDIT</p> <p><i>Syiar Rinaldi &amp; Rahmawati</i></p>	
1735-1750	<p>RATIO ANALYSIS LIQUIDITY AND PROFITABILITY IN CV. SINASTI EXPO WAENA JAYAPURA</p> <p><i>Fachri Baasalem &amp; Fauziah F. Farawowan</i></p>	
1750-1805	<p>ANALYSIS OF GENERAL HOSPITAL OF SOUTHEAST SULAWESI PROVINCE WITH BALANCED SCORECARD</p> <p><i>Ummi Kalsum</i></p>	
1805-1820	<p>MICRO-FINANCING AND DETERMINANTS OF LOAN DELINQUENCY</p> <p><i>Dileep Kumar M &amp; Normala S. G</i></p>	
1820-1835	<p>WINNING WITH QUALITY: EXPLORING BEST RECRUITMENT PRACTICE AND HIGH PERFORMANCE ORGANIZATION RELATIONSHIP: AN EMPIRICAL APPROACH</p> <p><i>Solomon Ozemoyah Ugheoke Normala S.G.</i></p>	
1835-1850	<p>WHY ENTREPRENEURIAL EDUCATION FAILS?</p> <p><i>Dileep Kumar M. Ravi Pathmanathan Normala S. G.</i></p>	



# **Effect of Reward, Punishment, and the Working Environment to Employee Performance On the Education Office Yahukimo Papua Province**

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## **ABSTRACT**

This study aims to assess and analyze the effect of Reward, Punishment, and the working environment to employee performance on the Education Office Yahukimo Papua Province as well as reviewing and analyzing the factor that most dominant influential to employee performance on the District Education Office Yahukimo Papua Province

Data collection methods used are observation, interview and questionnaires. Data were analyzed descriptively and quantitatively using Multiple Linear Regression Analysis. The total of sample is the entire population, so the number of samples in this study were 78 respondents.

The results showed that: Partially, factor Reward (X1), Punishment (X2), and Environment (X3) have significant effect to employee performance on the Education Office Yahukimo And simultaneously, factor Reward (X1), Punishment (X2), and the Working Environment (X3) have significant effect to employee performance on the Education Office Yahukimo Papua Province. The variable that most dominant influential to employee performance on the Education Office Yahukimo Papua province above is factor Working Environment ..

**Keywords: Reward, Punishment, Working Environment, Employee Performance.**

## **1.INTRODUCTION**

Human resource management is one of the very important efforts in improving employee performance. One effect granting compensation for any activity undertaken. The compensation is one of the physical needs, which affects the performance of employees, which in turn affects the performance of the organization. Therefore, compensation management is important to improve the performance of employees achieve the best performance. Granting compensation in the form of the appropriate reward in the sense of fulfilling the requirements of a fair and reasonable is an important principle in the management system of compensation. Good compensation

management is compensation oriented reward, because the reward system will encourage management to treat and put employees in a position that respectable or respected and valuable.

Reward means retribution, gift, award, or honorium. In the concept of management, reward is one tool to increase the motivation of employees. This method can associate someone's doings with feelings of happiness, pleasure, and will usually make them do a good deed repeatedly. Furthermore, the reward is also intended to make someone become more active in effort to improve or enhance the achievements that have achieved. While punishment is defined as penalty or sanctions that provided when there was a violation.

Reward is a form of appreciation of effort to get the professional labor in accordance with the demands of office required a coaching with balance, namely attempts activities of planning, organizing, use and maintenance of the labor to be able to carry out its duties effectively and efficiently. As a concrete step in the coaching results then held reward employees who have shown good performance.

Generally punishment in law is a physical and psychological penalties for mistakes or abuses. Punishment teaches about what not to do (Tirtaatmidjaja, 1990). Opinion was in line with (Ali, 1996) as saying that the punishment is defined as an unpleasant consequence to a specific behavioral response with the goal of weakening the behavior and reduce the frequency of subsequent behavior. In some, certain conditions, the use of punishment can be more effective to change employee behavior, that is by considering: the time, intensity, schedules, clarification, and impersonality (not private).

Environment in an organization is a tool to achieve efficiency, while the working is the process of achieving goals both personal goals and organizational goals. while role of the working environment, namely: 1) the working environment that contribute directly create value, that education quality is called the working environment of technical operations, 2) the working environment of technical operations consist of some of the work that a relatively different from each other, yet interconnected must placed in one system, and 3) management includes the type of working that is diverse, in certain extensity and intensity. *Ndraha (2002: 66)*

## **2. LITERATURE REVIEW**

According *Nawawi (2005: 319)*, "Reward is an attempt to improve the feeling of received (recognized) in the workplace, which touches on the aspects of compensation and aspects of the relationship between workers with each other". Managers evaluate individual performance results either formally or informally. According *Matteson in Koencoro (2013: 2)* Reward is divided into two types of reward, those are extrinsic and intrinsic reward. Extrinsic rewards is an award that comes from outside the person. Extrinsic rewards consist of a financial reward namely salary,



allowance, bonus / incentive and a non-financial rewards namely interpersonal reward and promotions. Intrinsic rewards is an award that is governed by a self which consist of Completion, Achievement, and Autonomy

“Reward means retribution, gift, award, or honorium that aims to make someone become more active efforts to improve or enhance the performance achieved” (*Bambang Nugroho, 2006: 5*). According *Simamora Henry (2004: 514)* "Reward is incentive that linking the fee on the basis to improve the productivity of employees in order to achieve a competitive advantage". With the expert opinions above, it can be concluded that granting reward is intended as an encouragement to employees in order to willing to work with the better so as to improve employee performance.

According *Mangkunagara (2009: 130)* "Punishment is a penalty which aims to improve employee performance offenders, maintaining regulations and give lessons to the offender". According *Ivancevich, Konopaske and Matteson in Gania (2006: 226)* "Punishment is defined as the act of serving unpleasant or undesirable consequences as a result of the execution of certain behaviors.

Punishment is a negative reinforcement, but necessary in the company. Punishment that referred to here is not like a jail sentence or hands cut off, but the punishment is didactic. Moreover punishment is also an educational tool regressive, it means that this punishment is used as a tool to sensitize employees to the things that are right. *Abu Ahmadi and Nur Uhbiyati (1991: 150)* who suggested that punishment is an act deliberately dropped the plight of others, both in terms of bodily and spiritual people who have the disadvantage than ourselves and therefore we have a responsibility to guide them and protect them.

*Martoyo Susilo (2000: 23)*, the working environment he says is setting the ratings leader in improving job performance, job satisfaction and employee motivation.

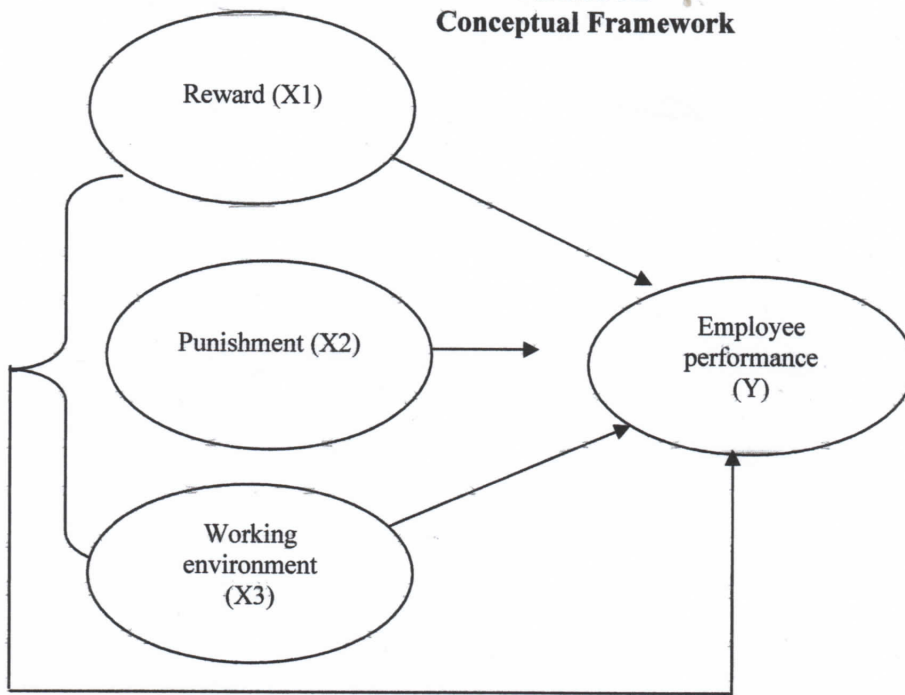
*Handoko (2003: 43-46)*, management in working environment is the process of planning, organizing, directing and monitoring efforts of the members of the organization and the use of other organizational resources in order to achieve organizational goals that have been set. While the personnel management is planning, organizing, implementing, and monitoring of the procurement, development, compensation administration, integration and maintenance of labor with a view to achieving the goals.



### 3. ANALYSIS

#### 3.1. Conceptual Framework

Picture 3.1  
Conceptual Framework



#### 3.2. Research Hypothesis

Focused on the theoretical description, the research hypothesis is as follows:

1. Factors reward, punishment, and the work environment simultaneously significant influence on the performance of employees at the District Education Office Yakuhimo Papua Province.
2. Factors reward partially dominant influence on the performance of employees at the District Education Office Yakuhimo Papua Province..

#### 3.3. Population and Sample

Sugiyono (2000: 68), states that the population is a generalization which consists of object or subject that has a certain amount and characteristics defined by the researchers to learn and then drawn conclusions. Thus the population in this study is all employees at the District Education Office Yakuhimo as many as 78 employees.

And in sampling, this research guided by the opinion expressed by Arikunto Suharsini (2010: 52), when the subject is less than 100 people, it should be taken all. In accordance with the above opinion, the authors take the whole population as many as 78 respondents as the sample.

#### 3.4. Data Analysis Method

Methods of data analysis used in this research is multiple linear regression analysis.

#### 4.RESULT

Testing the hypothesis is one of the goals which is to be proved in this study. Assuming that Reward (X1), Punishment (X2), and the working environment (X3) influence on employee performance (Y) at the District Education Office Yakuhimo To more clearly seen in Table 4.1 as follows.

**Table 4.1**  
Regression Analysis

Research variable	Regresi ( <i>Enter Method</i> )			
	Koefisien Regresi (B)	SE	t <sub>count</sub>	Sig. T (p)
Konstanta	0,631	0,118	5,357	0,000
Reward (X <sub>1</sub> )	1,132	0,116	9,723	0,000
Punishment (X <sub>2</sub> )	0,893	0,112	8,004	0,000
Work environment (X <sub>3</sub> )	0,219	0,173	1,267	0,003
F ratio			176,291	0,000
Multiple R			0,954	
R Square			0,910	
Adjusted R Square			0,906	

Information: F<sub>table</sub> (df 3;78) = 2,008 (α = 0,05), two-tail test

Source: Processed Data

In Table 4.1, we can see the results of regression analysis method enter showed that multiple regression coefficients (multiple R) obtained at 0.954 or 95.4%, and F<sub>ratio</sub> amounted to 176.291 at a significance level of p (0.000 < 0.05). Thus it can be said that all the independent variables, namely Reward (X1), Punishment (X2), and the working environment (X3) significantly and are very strong at all to employee performance (Y) at the District Education Office Yakuhimo. Furthermore, the coefficient of determination (R<sup>2</sup>) obtained at 0.910 or 91.0% showed levels of accuracy (goodness of fit) regression lines were established from the data results of observation. Tabulation of data through multiple regression statistical analysis techniques, which according to the results analysis coefficient of the regression line (b) in table 4.1 above, is described as follows:

$$Y = 0,631 + 1,132X_1 + 0,893X_2 + 0,219X_3 + \epsilon$$

Multiple regression equation in this study showed that:

1. Constant of 0.631 states that if an employee at the Department of Education Yahukimo, if it does not carry out the task that falls well there will be a loss of performance of employees amounted to 63.1%.
2. Regression coefficients X1 (Reward) amounted to 1.132 states that each additional unit of a positive education of employees at the Department of Education Yahukimo, there will be an

increase in employee productivity amounted to 11.32%.

3. Regression coefficients X2 (organizational commitment) amounted to 0.893 states that each additional unit of employee training positively at the Department of Education Yahukimo there will be an increase in the performance of employees amounted to 89.3%.

4. The regression coefficient X3 (working environment) amounted to 0.219 states that each additional unit of positive employee work experience at the Department of Education employee Yahukimo there will be an

increase in the performance of employees amounted to 21.9%.

Based on the results of this multiple regression analysis, the significance level obtained to test the acceptance or rejection of hypothesis of the study is determined by:

a. Comparing  $t_{count}$  with  $t_{table}$  value at a confidence level  $\alpha = 0.05$  and degrees of freedom (df) = (k - 1); (N - k) and (n - 1) or df = 3; 78; If the value  $t_{table} = 2.008$  at  $\alpha = 0.05$  is smaller than  $t_{count}$ , then the conclusion that the study results support the  $H_a$  and do not support  $H_o$ , or if the value is smaller  $t_{table} < t_{count}$  the research does not support the  $H_o$  and support  $H_a$ .

b. Comparing the probability value (p) with a degree of confidence  $\alpha = 0.05$  where if the value of  $p > \alpha$  (0.05) then the results of the study support the  $H_o$  and do not support  $H_a$ , or if the value of  $p < \alpha$  (0.05) then the results does not supports  $H_o$  and support  $H_a$ .

. To prove the hypothesis of this study is accepted, where suspect that Reward (X1), Punishment (X2), and the working environment (X3) significantly affects the performance of employees at the Department of Education Yahukimo, shows that the coefficient of regression (multiple R) obtained for 0.954 or 95.4%, and the F ratio amounted to 176.291 at a significance level of  $0,000 < \alpha = 0.05$ . From these results it can be concluded that the simultaneous Reward (X1), Punishment (X2), and the working environment (X3) significantly affects the productivity of employees at the District Education Office Yakuhimo.

Test results as partial test in this study is the Reward (X1), Punishment (X2), and the working environment (X3), significantly effect on the performance of employees at the Department of Education Yahukimo, showed that:

- a. Reward (X1) is positive  $t_{count} 9.723 > 2.008 t_{table} \alpha = 0.05$  indicates that the higher the reward, the higher the performance of employees at the District Education Office Yakuhimo
- b. Punishment (X2) positive and significant affect on the performance of employees at the District Education Office Yakuhimo. With  $t_{count}$  amounted to  $8.004 > 2.008 t_{table} \alpha = 0.05$  indicates that the higher the commitment, the higher the performance of employees at the District Education Office Yakuhimo
- c. Working environment (X3) positive and significant affect on the performance of employees at the District Education Office Yakuhimo With  $t_{count}$  of  $2,263 > 2,008 t_{table} \alpha = 0.05$ . This



shows that the higher the career development of employees, the higher the performance of employees at the District Education Office Yahukimo

Based on the results of the discussion above, it can be said that the research proved the hypothesis of the study as follows:

1. Receive first hypothesis ( $H_{a1}$ ), which assumed that the simultaneous factor Reward (X1), Punishment (X2), and the working environment (X3) significantly affects the performance of employees at the District Education Office Yahukimo
2. Accept the second hypothesis ( $H_{a2}$ ), which assumed that partially factor Reward (X1)  $t_{count}$  9.723, the dominant influence on the performance of employees at the District Education Office Yahukimo

## **5. APPLICATION**

With the Reward, it is expected the awareness of employees at the Department of Education Yahukimo to be able to control themselves and can indicate mental attitude and high morale in carrying out their duties and responsibilities effectively. Application of reward can set the desire and awareness to comply with regulations, working procedures, and social norms. Reward owned by each employee at the Department of Education Yahukimo can be a power in the management of the organization and is supported by a positive contribution to the work (creative, imaginative, and innovative), and has the power to actualize the potential of the employees themselves. Its application will have a positive impact on the performance of employees at the Department of Education Yahukimo in the management of the organization, among other things: 1) the achievement of targets that have been programmed, 2) to foster the power to resolve any issues that arise in the implementation of job evaluation, and 3) management process entered consciously into corporate planing periodic, targeted and programmed.

Punishment in Yahukimo District Education Office is closely related to employee performance. Regular performance appraisal needs to be done in order to know the role of active employees in supporting the achievement of its goals. Employee commitment, supported by high work spirit is reflection of an employee to do his job well. Besides that, employee commitment is a reflection which is now the most effective way to determine a person's mental and spiritual. Apart from giving a mental disposition, commitment also led to the accumulation of knowledge about a particular work, where, through the accumulation of knowledge will create a skill psikomotori, which allows a person to do a particular job. Position Punishment is used to measure the ability to work in conjunction with employee performance.

The working environment has a very strong influence with the performance of employees at the Department of Education Yahukimo, this was due to an urge within every employee to

make or tasks that falls as well as possible in order to achieve a commendable predicate. The performance level of employees at the Department of Education Yahukimo also highly dependent on the opportunities open to it. Opportunity in this case means that: a) the opportunity to work, b) work in accordance with the education and skills possessed employees, and c) the opportunity to develop themselves. And working conditions in creating a good working environment is very important.

Employee performance problems at the Department of Education Yahukimo is an important issue, therefore the duties and functions of the office are particularly worth noting reward each employee. This means that each employee to do the job that the results are good, it is necessary to pay attention to awards and needs of employees so that employees have a desire to succeed, and the value of the incentives attached to the destination. Besides, the employees need to pay attention to: a) work performance (talent / potential), b) the interaction of responsibilities (work attitude, work relations, creative work, and the value of the incentive), c) the readiness attitude and one's willingness to comply with and obey all regulatory norms which serves as the unit of mental attitude (state of mind, mental attitude) certain to be the attitude abiding and orderly, and d) the unit system or norms, criteria, and standards that raises awareness (consciousness) as well as reasonable show sincerity.

To meet his expectations as a civil servant into a demand that can not be avoided, so that the pattern of service bureaucracy must be abandoned and replaced with a pattern of community service (customer focus) that puts people at the forefront as the basis for the presence of officials of local governments to organize and serve the public interest ,

## **6. CONCLUSION**

1. Results of testing statistical analysis showed that simultaneous Reward factor (X1), Punishment (X2), and the work environment (X3) significantly affects the performance of employees at the Department of Education Yahukimo with Fratio of 176.291 with a significance level of 0.000 is greater than alpha ( $\alpha$ ) equal to 0.05. That means the study was able to prove the hypothesis.
2. Statistical analysis showed that the factors Reward (X1) has a more dominant influence on the District Education Office YakuHimo This is evident by the multiple regression coefficient of 1,132 and tcount of 9.723 at a significance level of 0.000 alpha ( $\alpha$ ) equal 0.05. This means that with a good reward strongly supports employee performance. Besides, the performance strategies crucial in the efforts of employees to work productively, effectively and efficiently to achieve the goal.

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**LEMBAR**  
**HASIL PENILAIAN SEJAWAT SEBIDANG ATAU PEER REVIEW**  
**KARYA ILMIAH : PROSIDING\***

Judul karya ilmiah( paper) : **Effect of Reward, Punishment, and The Working Environment To Employee Performance on The Education Office Yahukimo Papua Province**

Jumlah Penulis : 3 (Tiga) orang (Taufik Rachman, Mugiati, Muhammad Irfan Aditama)

Status Pengusul : Penulis Kedua (ke-2)

Identitas prosiding : a. Judul Prosiding : 1 st International Conference on Technology, Management and Social Sciences (ICTMSS, 2016)  
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 e. Alamat repository PT/web prosiding: www.http://nfct.co.uk

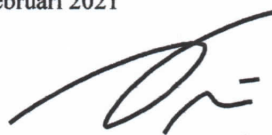
Kategori Publikasi Makalah :  Prosiding Forum Ilmiah Internasional  
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Hasil Penilaian Peer Review :

Komponen Yang Dinilai	Nilai Maksimal Prosiding		Nilai Akhir Yang Diperoleh
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<b>Nilai Pengusul =</b>			
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• Kelengkapan dan Kesesuaian Unsur	Sesuai dengan standar penulisan makalah seminar Internasional		
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• Kecukupan dan Kemutakhiran Data/Informasi dan Metodologi	Data mutakhir dan memenuhi kecukupan, serta metodologi yang digunakan sesuai dan tepat		
• Kelengkapan Unsur dan Kualitas Penerbit	Kelengkapan unsur terpeuhi dan penerbit Prosiding memiliki ISBN 978-967-14082-1-6		

Makassar, 12 Februari 2021

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 Unit kerja : Fakultas Ekonomi dan Bisnis UMI  
 Makassar

**LEMBAR**  
**HASIL PENILAIAN SEJAWAT SEBIDANG ATAU PEER REVIEW**  
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b. Ruang lingkup dan kedalaman pembahasan (30%)	4,5		4,4
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d. Kelengkapan unsur dan kualitas terbitan/prosiding (30%)	4,5		4,5
<b>Total = (100%)</b>	<b>15</b>		<b>14,8</b>
<b>Nilai Pengusul =</b>			
<b>KOMENTAR/ULASAN PEER REVIEW</b>			
• Kelengkapan dan Kesesuaian Unsur	Makalah telah ditulis Sesuai dengan standar penulisan Seminar Internasional		
• Ruang Lingkup dan Kedalaman Pembahasan	Pembahasan Makalah mencakup ruang lingkup Manajemen , dan kedalaman pembahasannya sangat baik		
• Kecukupan dan Kemutakhiran Data/Informasi dan Metodologi	Kecukupan dan kemutakhiran data terpenuhi dan penerapan metodologi sangat baik.		
• Kelengkapan Unsur dan Kualitas Penerbit	Penerbit Prosiding memiliki nomor ISBN hal ini menunjukkan kualitasnya sangat baik dan kelengkapan unsur terpenuhi.		

Makassar, 05 Februari 2021

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