



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

**2nd International Conference on
Management, Technology and
Social Sciences,
(ICMTSS, 2016)**

Proceedings



**Sekolah Tinggi Ilmu Ekonomi
Port Numbay, Jayapura**

**Jayapura, Papua, Indonesia
5th November, 2016**

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STIE PORT NUMBAY, PAPUA, a committed academic institution, in Makassar, Indonesia, have a wide range of academic programs with a pool of eminent faculty members.

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

We started our academic and professional relationship in a simple way.

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 MALAYSIA –
PORT NUMBAY, PAPUA**



THE TEAM



**2nd INTERNATIONAL CONFERENCE ON
MANAGEMENT, TECHNOLOGY AND SOCIAL SCIENCES
ICMTSS – NOVEMBER 2016
NILAI FIELD CONSULTANCY AND TRAINING (NFCT) MALAYSIA
STIEM PORT NUMBAY, PAPUA**



ICMTSS - 2016

INTERNATIONAL CONFERENCE ON MANAGEMENT,
TECHNOLOGY AND SOCIAL SCIENCES
NFCT-STIE PORT NUMBAY

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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 due insight into effective methodological interventions for reliable outcomes, and finally support the advancement of literature and society. Nilai Field Consultancy and Training (NFCT) is engaged in several events like conferences, seminars, symposiums, Corporate trainings and Research Colloquiums. NFCT provides a unique platform to scholars, academicians, practitioners and business managers to share their valuable knowledge and experience with each other. NFCT organizes conferences, seminars, workshops and publishes diversified research journals to support and promote education and research. The objective of NFCT is to bring people from the academia and business world closer so that they can share the latest developments in the fields of economics, information management, business, education, development studies, social sciences and technology. It also aims to establish better understanding among policymakers and other stakeholders. 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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Dr. Ugheoke Solomon Ozemoyah

Ms. Rahmawati

ABOUT THE CONFERENCE

International Conference on Technology, Management and Social Sciences Conference 2016 is the second international conference held by NFCT, Malaysia in collaboration with STIE Port Numbay, 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

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

- Climate change
- Development of development
- Integrated resource management;
- Technological development and innovation
- Green accounting
- Energy, environment and sustainable systems
- Sustainable development
- Food security;

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.

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| SATURDAY, 5 TH November, 2016 | | |
|--|--|--|
| 0730-0800 | WELCOME and REGISTRATION | |
| BREAKFAST | | |
| INAUGURAL CEREMONY | | |
| 0800-0805 | Welcome Address | Dr. John Agustinus SE., S.Th., MM. (Conference Chair -STIE) |
| 0815-0815 | Opening Speech | Drs. Melambassy Moses, MM. |
| | Guest of Honor | Drs. Nazarudin Toatubun, MM. |
| 0815-0835 | Keynote Speech | David White, Consultant, Australia |
| 0835-0850 | Speech Vote of Thanks | Prof. Dr. Dileep Kumar M. PhD., M.Phil. (Conference Chair - NFCT) |
| 0857-0900 | PHOTO SESSION | |
| Room 1: | TECHNICAL SESSION 1 - FINANCE | |
| | | Session Chair |
| 0900-0920 | ANALYSIS OF FACTORS AFFECTING QUALITY OF FINANCIAL INFORMATION STATEMENTS OF LOCAL GOVERNMENT EVRAIM SOINDEMI WESTIM RATANG YANUARIUS RESUBUN <i>College of Economics Port Numbay Cenderawasih University</i> | Dr. Muhammad Rakib |
| 0921-0940 | ANALYSIS OF PROTECTION AND MANAGEMENT CONTROL ON FIXED ASSETS IN THE DEPARTEMENT OF REVENUE, FINANCE AND ASSETS MANAGEMENT EDISON YAGOLI <i>College of Economics Port Numbay</i> | |
| 0940-1000 | PERFORMANCE-BASED BUDGETING IN MAKING GOVERNMENT ACCOUNTABILITY PERFORMANCE ISMAIL BADOLLAHI <i>Muhammadiyah University of Makassar</i> | |
| 1000-1020 | EFFECT OF TAXPAYER COMPLIANCE AND DISBURSEMENT ON TAX ARREARS OF REVENUE (INCOME TAX) IN PERSONAL TAX OFFICE (KPP), PRATAMA JAYAPURA HELMI TOATUBUN <i>College of Economics Port Numbay</i> | |

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| 1020-1040 | <p>ANALYSIS OF FACTORS AFFECTING BUDGETARY REVENUES AND EXPENSES BASED ON PERFORMANCE PROCESS</p> <p>YAHUKIMOMARSENI RUPANG JOHN AGUSTINUS <i>Graduate School of Economics, Jayapura, Port Numbay</i></p> | |
| 1040-1100 | <p>THE INFLUENCE OF FISCAL DECENTRALIZATION TOWARD STRUCTURE OF EXPENDITURES AND ECONOMIC GROWTH</p> <p>HADI SUBROTO <i>College of Economics Port Numbay</i></p> | |
| 1100-1120 | <p>EFFECT OF OPERATING COSTS AND LOSSES OF INCOME TO PT PLN (PERSERO), PAPUA</p> <p>MUGIATI FAUZIAH R. FARAWOWAN SULIS FATOAH <i>University of Science And Technology, Jayapura College of Economics Port Numbay</i></p> | |
| 1120-1140 | <p>ANALYSIS OF FACTORS AFFECTING THE DISTRIBUTION OF FINANCING</p> <p>HELMI TOATUBUN MUHAMMAD YUSUF GOLAM <i>College of Economics Port Numbay</i></p> | |
| 1140-1200 | <p>ANALYSIS OF FACTORS AFFECTING FINANCIAL PERFORMANCE OF LOCAL GOVERNMENT IN SAMARINDA-INDONESIA</p> <p>LA ODE HASIARA¹ MUHAMMAD AZIS² <i>Samarinda State Polytechnic,¹ Makassar State University²</i></p> | |
| 1200-1255 | LUNCH BREAK | |
| Room 1: | TECHNICAL SESSION 2 ENTREPRENEURSHIP MARKETING AND HR | Session Chair |
| 1300-1320 | <p>ROLE OF ENTREPRENEURSHIP AND MARKET ORIENTATION ON FARMER'S INCOME GROWTH IN THE CITY OF WAMENA JAYAWIJAYA</p> <p>WESTIM RATANG <i>Cenderawsih University, Indonesia</i></p> | |

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| <p>1520-1540</p> | <p>EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES IN THE REVENUE DEPARTMENT, JAYAPURA</p> <p>SIAN LINDA LEREBULAN <i>College of Economics. Port Numbay</i></p> | |
| <p>1541-1561</p> | <p>EFFECT OF WORK ENVIRONMENT, ORGANIZATION CULTURE AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES</p> <p>CHRISTINA M. AMSANSIUM <i>College of Economics Port Numbay</i></p> | |
| <p>1562-1582</p> | <p>EFFECT OF TEACHER CERTIFICATION AND PERFORMANCE IMPROVEMENT ON WORK MOTIVATION TO GURU SMP STATE 9 JAYAPURA</p> <p>TAUFIK RIANTO WIBOWO JOHN AGUSTINUS <i>Graduate School of Economics Jayapura Port Numbay</i></p> | <p>Dr. Irwan Usman</p> |
| <p>1583-1603</p> | <p>INFLUENCE OF MOTIVATION, COMPETENCE AND CAREER DEVELOPMENT ON THE PERFORMANCE OF STATE UNIVERSITIES LECTURERS IN EAST KALIMANTAN</p> <p>MUHAMMAD IDRUS, TABA¹ DIRGA, LESTARI² MOHAMMAD, SOBARSYAH³</p> <p>^{1,3} Faculty of Economics and Business, Universitas Hasanuddin, Makassar, South Sulawesi, Indonesia ² Faculty of Economics, Universitas Mulawarman, Samarinda, East Kalimantan, Indonesia</p> | |
| <p>1604-1624</p> | <p>EFFECT OF EDUCATION AND ECONOMIC WELFARE OF MOTHER AND CHILD IN THE DISTRICT OF DEKAI YAHUKIMO INA HASEGEM</p> <p>JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p> | |
| <p>1625-1645</p> | <p>EFFECTIVENESS OF MUSIC THERAPY ON STATUS OF VITAL SIGNS IN PATIENTS WITH HYPERTENSION</p> <p>SUSELO <i>Hospital Nursing Academy Marthen Indey</i></p> | |
| <p>1646-1666</p> | <p>A STUDY ON KEEROM PUBLIC INTEREST IN THE IMPLEMENTATION OF GOVERNMENT REGULATION (NUMBER 48 YEAR 2014) REGARDING THE WORKING HOURS AND FREE MARRIAGE</p> <p>SUMADIONO <i>College of Economics Port Numbay</i></p> | |

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| 1540-1600 | <p>ROLE OF STAKEHOLDERS IN THE SUPPRESSION OF RELIGIOUS LEADERS IN DISTRICT BLIND AKSARA DEKAI IN YAHUKIMO</p> <p>MEKI TATOGO <i>College of Economics Port Numbay</i></p> | |
| 1600-1620 | COFEE BREAK | |
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| 1620-1640 | <p>EFFECT OF ORGANIZATIONAL CULTURE, COMMITMENT, AND CAREER DEVELOPMENT ON THE PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF EDUCATION</p> <p>PAUL HUBY ARRY PONGTIKU MUGIATI <i>College of Economics Port Numbay University of Science and Technology Jayapura</i></p> | |
| 1640-1700 | <p>WORK ENVIRONMENT, MOTIVATION AND ORGANIZATIONAL CULTURE ON EMPLOYEES PERFORMANCE IN DEPARTMENT OF AGRICULTURE YAHUKIMO REGION</p> <p>SELVI PONGSITANAN M.RIDWAN RUMASUKUN MUGIATI <i>College of Economics Port Numbay University of Science and Technology Jayapura</i></p> | Dr. Arry Pongtiku |
| 1700-1720 | <p>INFLUENCE OF LEADERSHIP STYLE, WORK MOTIVATION AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE</p> <p>HANS HELUKA JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p> | |
| 1720-1740 | <p>EFFECT OF LEADERSHIP, COMMITMENT AND CAREER DEVELOPMENT ON PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF TOURISM IN YAHUKIMO</p> <p>SINENG SILAK, JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p> | |
| 1740-1800 | <p>ROLE OF INDIGENOUS LEADER, MENGGELIK BAHABOL IN THE HISTORY AND FORMATION OF YAHUKIMO: LITERATURE REVIEW</p> <p>SAMITA BAHABOL JOHN AGUSTINUS ARRY PONGTIKU <i>College of Economics Port Numbay</i></p> | |

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| 1800-1820 | <p>EFFECT OF ORGANIZATIONAL CULTURE AND COMMITMENT ON THE PERFORMANCE OF EMPLOYEES IN OFFICE OF WOMEN EMPOWERMENT AND FAMILY PLANNING IN YAHUKIMO</p> <p>MARKUS WEIPSA JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p> | |
| 1820-1840 | <p>INFLUENCE OF ORGANIZATIONAL CULTURE, ORGANIZATIONAL COMMUNICATION AND EDUCATION AND TRAINING ON PERFORMANCE OF OFFICIALS</p> <p>LAZARUS PAHABOL MUGIATI YANUARIUS RESUBUN <i>College of Economics Port Numbay</i> <i>University of Science And Technology Jayapura</i></p> | |
| 1840-1900 | <p>THE INFLUENCE OF LEADERSHIP STYLE, JOB SATISFICATION AND JOB COMMITMENT ON THE PERFORMANCE OF EMPLOYEES AT THE FINANCIAL MANAGEMENT AND REGIONAL ASSETS DEPARTEMENT IN YAHUKIMO REGION.</p> <p>DAUD HELUKA <i>College Of Economics Port Numbay</i></p> | |
| 1900-1920 | <p>THE INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN PUBLIC AGENCY SECRETARIAT OF PAPUA PROVINCE</p> <p>SUKARBI <i>College of Economics Port Numbay</i></p> | |

ROOM 2

| Room 2: TECHNICAL SESSION PARALLEL 1 HEALTH, HRM AND GENERAL | | Session Chair |
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| 0900-0920 | <p>ENGLISH WITH INDONESIA TASTE: DOMINANT CULTURE SHIFT TO LOCAL CULTURE.</p> <p>SRI FITAYANTI <i>College of Economics. Port Numbay</i></p> | <p>Drs. Yanuarius Resubun</p> |
| 0920-0940 | <p>BODY IMAGE OF OBESITY AMONG TEENAGERS: A PHENOMENOLOGICAL STUDY</p> <p>CITA REAST WULANSARI <i>Hospital Nursing Academy Marthen Indey</i></p> | |
| 0940-1000 | <p>INFLUENCE OF EDUCATION, TRAINING AND MOTIVATION ON PERFORMANCE AMONG CIVIL SERVANTS</p> <p>DINA MARTHINA ALOMAU <i>College of Economics Port Numbay</i></p> | |

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| 1000-1020 | <p>EFFECT OF LEADERSHIP, WORK MOTIVATION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES</p> <p>JORIM PAHABOL <i>College of Economics Port Numbay</i></p> | |
| 1020-1040 | <p>SICK ROLE BEHAVIOR OF PULMONARY TB PATIENTS ON RECOVERY EFFORTS, TREATMENT SEEKING AND TREATMENT OBEDIENCE</p> <p>LAILI NUR HIDAYATI <i>Hospital Nursing Academy Marthen Indey</i></p> | |
| 1040-1100 | <p>EFFECT OF LEADERSHIP, JOB SATISFICATION AND ORGANIZATIONAL COMMITMENT ON EMPLOYEES PERFORMANCE AT THE DEPARTEMENT OF SOCIAL AND LABOR</p> <p>KRISTIAN ASSO <i>College of Economics Port Numbay</i></p> | |
| 1100-1120 | <p>IMPACT OF ORGANIZATION MOBILITY OF SKILL DEVELOPMENT TRAINING INSTITUTIONS ON LEARNERS SOCIAL ECONOMIC USEFULNESS: A CASE STUDY</p> <p>MUCHTAR YUNUS <i>Universitas Negeri Makassar (UNM)</i></p> | |
| 1120-1140 | <p>AN ANALYSIS ON THE BEHAVIOR OF HEALTH SERVICE USE AMONG LEPROSY PATIENTS IN THE WORK AREA OF HAMADI HEALTH CENTER</p> <p>NURMIA <i>Hospital Nursing Academy, Marthen Indey</i></p> | |
| 1140-1200 | <p>EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES IN THE REVENUE DEPARTMENT, JAYAPURA</p> <p>SIAN LINDA LEREBULAN <i>College of Economics. Port Numbay</i></p> | |
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| 1900-1920 | <p>ANALYSIS OF PUBLIC SERVICE QUALITY ON PUBLIC SATISFACTION IN BPS YAHUKIMO REGION</p> <p>MUGIATI¹ FAUZIAH. F. FARAWOWAN² YUSUF GOULAM³ MUHAMMAD IRFAN ADITAMA⁴ <i>University of Science and Technology Jayapura¹</i> <i>College of Economics Port Numbay²³</i> <i>Graduate Student, University of Pancasila⁴</i></p> | |
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INFLUENCE POLICY REWARD and PUNISHMENT OF MOTIVATION WORK IN IMPROVING THE PERFORMANCE OF EMPLOYEES AT THE HEAD OFFICE PT. REGIONAL DEVELOPMENT BANK OF PAPUA

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ABSTRACT

Competition banking institutions and non-banking increasingly stringent makes the competition more sharply so that each institution is required to choose a strategy to improve employee performance. Leadership and good management should be analyzed in advance about the employee's needs, and what you can improve the discipline and motivation of work. Therefore, reward and punishment must be effective, because it can stimulate discipline and employee motivation. Expectations for professionalism and good performance of an employee can not be separated from how a company is able to manage and pay tribute to the employees of their own. Because the quality of human resources is an overview of the treatment given to the employees of a company, either directly or indirectly have an influence on the bank of travel in order to improve the company's performance towards the better. Reward and Punishment are two words that are opposite each other but, those two things are interrelated and very important in promoting, enhancing and motivating employee performance, because it is through reward and punishment will be more qualified employees and is responsible for the task

PT. Bank Pembangunan Daerah Papua is one of the enterprises engaged in banking services, so that the ministry demanded in a service excellent and effective performance of the employees. The facts are found in the early observation that at least has shown there is a difference between theoretical views on the system of reward and punishment on employees with the fact the field, because the tentative assumption that can be drawn is a system of reward and punishment on employees, is expected to provide equal opportunities in success companies, as well as mistakes in the implementation of reward and punishment system to the less successful companies. The purpose of this research to study and determine the effect of reward and punishment on work motivation and its impact on the performance of employees at the headquarters of PT. Bank Pembangunan Daerah Papua.

Research hypothesis testing is done by using path analysis model (path analysis) and data processing using SPSS 11.5. Path analysis is a basic model used to analyze the path in estimating the strength of the relationships depicted in the causal path models. Path analysis is used because it allegedly contained a correlational relationship between independent variables, so that there is a direct and indirect effect on the dependent variable

Reward influence on the working motivation of 0.295 with Sig 0.000 (significant). Punishment influence on work motivation at 0.196. By Sig 0.000 (significant). Reward influence

the Employee Performance of 0.098 with Sig 0.165 (not significant, > 0.05). Punishment influence on employee performance amounted to 0.204 with Sig 0.003 (significant). Influence of Work Motivation on Employee Performance at 0.137 with Sig 0.057 (significant). Effect of Reward and Employee Performance through work motivation for The influence is not direct / indirect effects, $X1 \text{ to } Y2 \text{ over } Y1 = pY1X1 \times PY2Y1 = 0.295 \times 0.137 = 0.040$. Thus the total effect = $pY2X1 + IE = 0.098 + 0.040 = 0.138$. Effect of Punishment and Performance Work motivation of employees through the influence of indirect / indirect effect via the $X2 \text{ to } Y2 \text{ } Y1 = pY1X2 \times pY2Y1 = 0.196 \times 0.137 = 0.026$ thus the total effect: $p Y2 X2 + IE = 0.204 + 0.026 = 0.230$. Effect of Reward and Punishment of the Work Motivation jointly F count: 18.089 with Sig 0.000 (significant). Effect of Reward, Punishment and work motivation on employee performance together F count: Sig 7.711 to 0.000 (significant) Relationships Reward and Punishment on work motivation together amounted to R: 0.386 or 38.6% and the coefficient of determination (R Square) = 0.149 or 14.9% means the remaining 46.5% is explained variables besides Reward and Punishment. Relationships Reward and Punishment on employee performance together amounted to R: 0.318, or 31.8% and the coefficient of determination (R Square) = 0.101 or 10.1% means the remaining 58.1% is explained variables besides Reward and Punishment.

keywords: reward, punishment, motivation, work performance

1. INTRODUCTION

A good leader must first analyze the needs of employees, and what can increase discipline and motivation at work. Therefore, rewards and punishments must be effective, because they can stimulate employee discipline and work motivation. Through awards, employees feel that they get attention, guidance, appreciation from their superiors, so that employees automatically try to give their best to the company where they work (Reksohadiprojo in Yogi, 2001).

Observations at the Head Office of PT. The Papua Regional Development Bank shows that compensation for employees is calculated annually based on KPI (Key Performance Indicators), according to their rank and class and provides penalties for those who violate the rules (Fraud). However, in reality there are still employees who are disciplined and have low work motivation within the Company so that the company's success is less effective or not optimal and still needs to be improved. PT. The Papua Regional Development Bank is one of the BUMD companies that is engaged in banking services, so that it is demanded in its services to provide excellent service and effective performance from employees. The reward and punishment system for employees varies.

Reward and Punishment are very important in motivating employee performance, because through reward and punishment employees will become more qualified and responsible for the tasks given. Reward and punishment are two contradictory words, however, the two things are interrelated, both of which encourage employees to improve the quality of work. Reward and punishment are closely related to the provision of employee motivation. Competition for banking and non-banking institutions is getting tougher day by day making the competition sharper so that each institution is required to have a strategy in improving employee performance, one of which is at the Head Office of PT. Papua Regional Development Bank.

The facts found in these initial observations have at least shown a difference between the theoretical view of the reward and punishment system for employees and the reality on the ground, therefore the temporary assumption that can be drawn is the reward and punishment system for employees, perhaps the same opportunity in the company's success, as well as mistakes in applying the reward and punishment system to the company's lack of success

2.LITERATURE REVIEW

Reward is a form of appreciation for efforts to obtain professional workers in accordance with the demands of the position, a balanced coaching is needed, namely an effort to plan, organize, use, and maintain manpower in order to be able to carry out tasks effectively and efficiently. As a real step in the results of the coaching, there is a reward for employees who have shown good work performance (Handoyo, 2005).

According to Davis et al (in Mangkunegara, 2000), rewards in companies are often in the form of gifts in the form of certificates and some money from the company for employees who have achievements. There are also companies that give rewards to employees because their years of service and service can be used as role models for other employees. Giving rewards for the period of service of employees aims to motivate the passion and loyalty of the company. The award is an effort by the company to provide remuneration for the work of employees, so that it can encourage employees to work harder and have potential. Employees need a reward when their work has met or even exceeded the standards set by the company. This reward can be in the form of praise, not only employees who make mistakes get curses from the leadership. Employees work has a purpose, among others, to earn income so that their needs and desires can be realized.

According to Nawawi (2005:319), "reward is an effort to foster a feeling of being accepted (recognized) in the work environment, which touches aspects of compensation and aspects of the relationship between workers with one another". Managers evaluate individual performance results both formally and informally according to Matteson in Koencoro (2013: 2) rewards are divided into two types, namely extrinsic rewards and intrinsic rewards. Extrinsic rewards are rewards that come from

outside the person. Extrinsic rewards consist of financial rewards, namely salary, allowances, bonuses/incentives and non-financial rewards, namely interpersonal awards and promotions. Intrinsic rewards are self-regulated rewards consisting of completion, achievement, and autonomy.

According to Mangkunegara (2000:130) "punishment is a threat of punishment that aims to improve the performance of violators of employees, maintain applicable regulations and provide lessons to violators". According to Ivancevich, Konopaske and Matteson in Gania (2006:226) "punishment is defined as the act of presenting unpleasant or unwanted consequences as a result of performing certain behaviors".

Punishment is negative reinforcement, but it is necessary in the company. The punishment that is meant here is not like imprisonment or cutting off hands, but punishment that is educational. In

addition, punishment is also a regressive educational tool, meaning that punishment is used as a tool to awaken employees to the right things. Abu Ahmadi and Nur Uhbiyati (1991: 150) who argue that. Punishment is an act of deliberately inflicting sorrow on others, both in terms of physical and spiritual others who have weaknesses than ourselves and therefore we have the responsibility to guide and protect them.

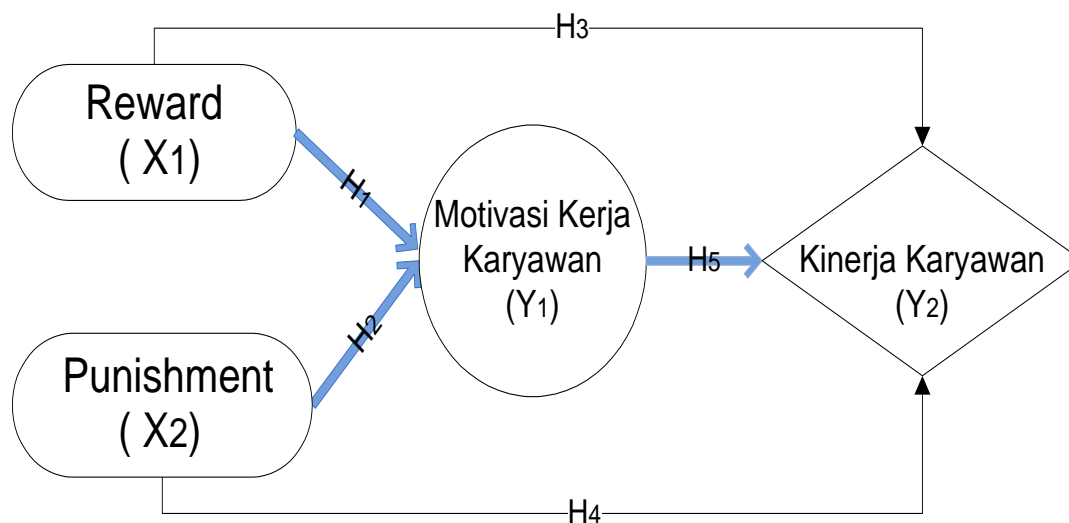
Motivation according to Purwanto in Pahlevi (2012:45) is "a conscious effort to influence a person's behavior so that he is moved to act to do something that achieves certain results or goals". Work motivation according to Hasibuan (2003: 97) has several goals including encouraging employee passion and morale, increasing employee morale and job satisfaction, increasing employee work productivity, maintaining loyalty and stability of company employees, increasing discipline and reducing employee absenteeism, streamlining employee procurement. , creating a good working atmosphere and relationship, increasing creativity and employee participation, increasing the level of employee welfare, enhancing the employee's sense of responsibility towards their duties and increasing the efficiency of the use of tools and raw materials.

3. ANALYSIS

3.1. Conceptual Framework

Figure 3.1
Conceptual Framework

Model hipotesis yang digunakan dalam penelitian dapat dilihat pada Gambar 1.



3.2 Hypothesis

the hypothesis is as follows:

H1: It is suspected that there is a significant effect of Reward (X1) on Motivation
Employee work (Y1)

H2: It is suspected that there is a significant effect of Punishment (X2) on
Employee Work Motivation (Y1)

H3: It is suspected that there is a significant effect of Reward (X1) on Performance
Employee (Y2)

H4: It is suspected that there is a significant effect of Punishment (X2) on Performance
Employee (Y2)

H5: It is suspected that there is a significant effect of Employee Work Motivation (Y1)
on Employee Performance (Y2)

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

Judul karya ilmiah(paper) : **Influence of Reward Policy and Punishment on Work Motivation and Employee Performance in The head Office of PT.Regional Development Bank of Papua**

Jumlah Penulis : 3 (Tiga) orang (Novita Olivia Joaquin, Mugiati,,Arry Pongtiku)
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