

## ABSTRAK

Kinerja karyawan merupakan hal terpenting dalam suatu Perusahaan atau organisasi untuk mencapai tujuan, kinerja karyawan yang baik akan menunjang kredibilitas dari suatu Perusahaan. Untuk dapat mengukur kinerja karyawan tersebut penelitian ini bertujuan menganalisis pengaruh dari *perceived organizational support*, *work environment*, *reward* dan *punishment* terhadap kinerja karyawan pada Perusahaan alat berat PT. Trakindo Utama. Metodologi penelitian menggunakan kuantitatif dengan menyebarkan kuesioner kepada karyawan PT. Trakindo Utama. Responden berasal dari berbagai pekerjaan serta departemen untuk mendapatkan pandangan yang holistic. Data yang terkumpul dianalisis menggunakan Smart PLS 3.0. Hasil penelitian menunjukkan bahwasanya *perceived organizational support* dan *work environment* memiliki pengaruh yang signifikan terhadap karyawan, sedangkan *reward* dan *punishment* tidak memiliki pengaruh yang signifikan. Implikasi penelitian ini meliputi perlunya Perusahaan meningkatkan dukungan organisasional dan menciptakan lingkungan kerja yang kondusif. Selain itu, perlu adanya evaluasi terhadap sistem reward dan punishment untuk memastikan strategi manajemen kinerja karyawan yang diterapkan sesuai dengan kebutuhan Perusahaan dan karyawan.

Kata Kunci: Kinerja Karyawan, *Perceived Organizational Support*, *Punishment*, *Reward*, *Work Environment*.

## **ABSTRACT**

*Employee performance is the most important thing in a company or organization to achieve goals, good employee performance will support the credibility of a company. To be able to measure employee performance, this study aims to analyze the effect of perceived organizational support, work environment, reward and punishment on employee performance at heavy equipment company PT. Trakindo Utama. The research methodology uses quantitative by distributing questionnaires to employees of PT. Trakindo Utama. Respondents came from various occupations and departments to get a holistic view. The collected data was analyzed using Smart PLS 3.0. The results showed that perceived organizational support and work environment had a significant effect on employees, while reward and punishment did not have a significant effect. Implications of this research include the need for companies increases organizational support and creates a conducive work environment. In addition, there is a need for an evaluation of the reward and punishment system to ensure that the employee performance management strategy implemented is in accordance with the needs of the Company and employees.*

*Keywords: Employee Performance, Perceived Organizational Support, Punishment, Reward, Work Environment*