

ABSTRAK

Skripsi dengan judul “ *Reward dan Punishment dalam meningkatkan Produktivitas Kerja Karyawan di UD. Putra Agung Rejotangan Tulungagung ditinjau dalam perpektif Islam*” ini ditulis oleh Muhammad Iqbal Awwalul Amri, NIM. 17402153054, pembimbing Dr. H. Dede Nurrohman, M.Ag.

Sebuah perusahaan akan tercapai tujuannya jika didukung oleh beberapa elemen dalam perusahaan itu sendiri Karyawan sendiri termasuk aspek sumber daya manusia paling penting dalam perusahaan yang wajib di perhatikan agar terjadinya sistem bekerja yang efisien, efektif, dan produktif salah satunya memperhatikan dengan melalui sistem *Reward* dan *Punishment* yang diterapkan. Peningkatan produktivitas dapat terwujud, jika pimpinan perusahaan memahami secara tepat tentang faktor-faktor penentu keberhasilan peningkatan produktivitas kerja. Perusahaan mengharapkan pegawainya dapat bekerja dengan baik, dan memiliki produktivitas yang tinggi serta mampu menjabarkan visi dan misi yang telah disepakati bersama dalam rangka pencapaian tujuan perusahaan.

Hasil dari penelitian ini yaitu : (1) Sistem Pemberian *Reward* yang diterapkan terdiri dari *Direct Reward* dan *Indirect Reward*. *Direct Reward* berbentuk kompensasi langsung yang berupa gaji dan upah. *Indirect Reward* sendiri berupa Hari Libur, Cuti, THR. Sistem *Reward* yang diterapkan yaitu dengan Sistem Waktu. Sedangkan sistem *Punishment* yang di terapkan yaitu Hukuman Preventif (mencegah) dan Represif (karena adanya pelanggaran) yang dilakukan dengan 3 bentuk Peringatan Lisan, Tertulis, dan PHK. (2) Upaya yang dilakukan untuk meningkatkan Produktivitas yaitu a. Pemberian Gaji Tepat Waktu, b. Hubungan atasan dan Bawahan, c. Suasana Kerja yang Kondusif. (3) Penerapan konsep *Reward* dan *Punishment* dalam perspektif Islam yaitu diberikanya *reward* dan *punishment* secara adil dan layak dengan dalam pemberian kompensasi yang diterima karyawan dapat memenuhi kebutuhannya pada tingkat normatif yang ideal dan dalam segi pemberian hukuman bagaimana hukuman itu bisa bersifat mendidik dan tidak melukai karyawan.

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

ABSTRACT

Thesis with the title "**Reward and Punishment in improving Employee Productivity in UD. Putra Agung Rejotangan Tulungagung reviewed in an Islamic perspective**" was written by Muhammad Iqbal Awwalul Amri, NIM. 17402153054, supervisor Dr. H. Dede Nurrohman, M.Ag.

Competition in the business world today is getting tougher. Businesses are demanded to manage their business well in order to produce competitive products and services. It takes good teamwork within a company to achieve business success. A good relationship between leaders and employees, as well as employees with employees is very necessary. A company will achieve its objectives if supported by several elements within the company itself. Employees themselves include the most important aspects of human resources in the company that must be considered in order to create an efficient, effective and productive work system, one of which is to pay attention through a reward and reward system that applied. The company expects its employees to work well, have high productivity and be able to describe the vision and mission that has been mutually agreed upon in order to achieve the company's goals.

The results of this study are: (1) The Reward Giving System implemented consists of Direct Reward and Indirect Reward. Direct Reward is in the form of direct compensation in the form of salary and wages. Indirect Reward itself in the form of Holidays, Leave, THR. The Reward System applied is the Time System. While the Punishment system is applied, namely Preventive (Preventive) and Repressive Punishment (due to violations) carried out with 3 forms of Oral, Written, and Layoff Warning. (2) Efforts made to improve Productivity are: a. Timely salary giving, b. Relationship between superiors and subordinates, c. Conducive working atmosphere. (3) Application of the concept of Reward and Punishment in an Islamic perspective that is giving fair and proper rewards and punishments, namely in the provision of compensation received by employees to meet their needs at an ideal normative level and in terms of giving penalties how punishment can be educational and not injuring employees .

Keywords: *Punishment, Reward, Work Productivity.*