



The Effect of Performance Assessment and *Rewards* on Employee Productivity of Pt Abuba Cipete South Jakarta

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ABSTRACT

The purpose of the study To determine the effect of performance appraisal and reward both partially and simultaneously on employee productivity at PT Abuba Cipete South Jakarta. This quantitative research involves a population of 57 employees using saturated sampling, incorporating all employees as respondents. Data analysis methods include instrument testing, classical assumptions, simple and multiple linear regression, correlation, determination coefficient, and hypothesis testing via t and F tests. Simple Linear Regression Analysis X1 is $Y = 9.856 + 0.868 X_1$. The test results indicate that the calculated t-value is greater than the t-table value ($9.570 > 2.005$), with a significance level of 0.000, which is below 0.05. Therefore, the null hypothesis (H_0) is rejected, while the alternative hypothesis (H_1) is accepted. These findings demonstrate that performance appraisal has a significant effect on employee productivity. Simple Linear Regression Analysis X2 is $Y = 14.469 + 0.800 X_2$. The hypothesis testing results reveal that the t-value exceeds the t-table value ($4.563 > 2.005$). Furthermore, the significance value of 0.000 is lower than 0.05, providing additional support for the test results. Consequently, H_0 is rejected and H_1 is accepted, indicating that rewards have a statistically significant effect on employee productivity. Multiple Linear Regression Analysis is $Y = 7.778 + 0.628 X_1 + 0.298 X_2$. The ANOVA results show that the calculated F-value is 255.875, while the F-table value at a 0.05 significance level with $n = 54$ is 3.17. Since $F_{\text{count}} > F_{\text{table}}$ ($255.875 > 3.17$) and the significance value is $0.000 < 0.05$, H_0 is rejected. Thus, Performance Appraisal (X_1) and Rewards (X_2) simultaneously have a significant effect on Employee Productivity (Y).

INTRODUCTION

The food and beverage (F&B) industry is one of the business sectors that continues to experience rapid growth along with changes in people's lifestyles. The need for food and beverages is not only a basic need, but has also developed into a part of lifestyle, especially among urban communities. This encourages an increasing number of F&B retail companies that offer various products with diverse concepts, innovations, and marketing strategies. The increasingly fierce competition in the F&B retail industry requires every company to be able to maintain the quality of products, services, and customer experiences. Not only that, companies must also be able to manage human resources effectively, because employees are one of the key factors in determining operational success and customer satisfaction. Optimal employee performance will have a direct impact on the quality of service and the company's image in the eyes of consumers. However, in practice, F&B retail companies often face various challenges, such as high employee turnover rates, high work pressure, and imbalances between employees' work and personal lives. These conditions can affect employees' *work engagement* levels, which ultimately impacts their performance.

One of the companies engaged in this industry is PT Abuba Steak, especially the Cipete branch located in South Jakarta. Abuba Steak is known as a local steakhouse that offers quality products at relatively affordable prices. The Cipete branch is one of the strategic locations because it is located in a crowded area and has a high level of community mobility. This makes PT Abuba Steak Cipete have great potential in attracting customers, while facing challenges in maintaining service quality in the midst of fierce competition. In its operations, the success of PT Abuba Steak Cipete is greatly influenced by the quality of its human resources. Employees are the spearhead of the company, especially in the service-oriented restaurant industry.

Rewarding outstanding employees can strengthen discipline and increase work productivity. More disciplined employees tend to perform their duties on time, follow company procedures, and show consistency in work. With increased productivity, the company can run its operations more efficiently and achieve the work targets that have been set. At PT Abuba Cipete South Jakarta, the number of employees reaches around 57 people spread across all parts of the company. The company implements a *reward* system that rewards employees who show high achievement and discipline. Thus, the implementation of *rewards* is an important strategy to improve employee work discipline, which in turn contributes to an increase in overall work productivity. Forms of *rewards* given to employees such as wages, salary increases, incentives, benefits, interpersonal rewards and promotions.

LITERATURE REVIEW

Management

According to Kristiawan et al. (2021) Management is both an art and a science that involves coordinating, controlling, communicating, and leveraging all organizational resources through key managerial functions—planning, organizing, actuating, and controlling—to ensure the organization achieves its objectives efficiently and effectively. Etymologically, the word management comes from the English word management. The root word is manage or managiare, which means: training horses in their footsteps. Definition of Management according to Afandi (2022:1) "management is working with people to achieve organizational goals by implementing the functions of planning, *organizing, staffing*, directing and leading, and *controlling*". Management refers to a structured process encompassing planning, organizing, directing, and controlling actions. It leverages human and other organizational resources to define and attain established objectives. According to Firmansyah (2022:4) "management is the art and science of planning, organizing, compiling, directing and supervising rather than human resources to achieve predetermined goals".

According to Manullang (2022:2) "management is the art and science of planning, organizing, organizing, organizing, directing, and supervising human resources to achieve predetermined goals". According to Sadili (2022:6), "Management is an effort to measure everything to achieve organizational goals". The definition of Management according to Robbins and Coulter in Tasmin, et al. (2020:81) states that: "management is the process of coordinating work activities so that the work is completed efficiently and effectively with and exceeding others".

Meanwhile, according to Abdullah (2020:2) states that "management is the entire activity related to carrying out organizational work through the functions of planning, organizing, directing, and supervising to achieve organizational goals that have been set with the help of organizational resources (*man, money, material, mechanics and methods*) efficiently and effectively".

The definition according to Schuler in Sutrisno (2020:6) means that "human resource management is a recognition of the importance of organizational labor as a human resource that is very important in contributing to organizational goals and using several functions and activities to ensure that these human resources are used effectively and fairly for the benefit of individuals, organizations and society".

Based on some of the opinions mentioned above, it can be concluded that management is the process of planning, organizing, implementing and supervising activities in an organization that have been planned efficiently to achieve predetermined goals.

Reward

Definition of Reward is a form of reward or reward for services given to a person or group for behaving well, doing an excellence or achievement, making a contribution, or successfully carrying out the task given according to a set target. The term reward comes from English which means a gift, award or reward. Organizations employ various incentives to attract, retain, and inspire individuals toward accomplishing both personal and collective goals. The scale and nature of these rewards are largely tailored based on the level and type of achievement, as well as the specific recipient.

Rewards are a form of appreciation given to employees by leaders in both financial and non-financial companies in the form of praise or other forms of appreciation (Amal Prihatono et al., 2022). Meanwhile, according to (Apriyanti et al., 2020) rewards or awards are a form of reward given by the company to employees in recognition of the dedication, effort, and contributions that have been given

Based on several understandings of experts' opinions, it can be concluded that *each company has different standards or criteria* for giving rewards. *Rewards* also function as a driver for employees to work optimally according to applicable rules. Rewards or *rewards* have various forms that vary depending on the giver

Work Productivity

According to Bangun (2020:233), employee work productivity is a comparison of how much (*output*) can be obtained by a group or an employee in a certain period of time. According to Sunarsi (2020:18), it is stated that employee work productivity is the mental attitude of an employee who always tries to improve his quality of work and all his efforts to increase effectiveness and efficiency in producing a quality *output*. According to Kustini & Sari (2020:306), it can be interpreted as the ability of an employee to improve his work results to the maximum. According to Fadhli & Khusnia (2021:88), employee work productivity is a comparison between the production achieved and the level of employee involvement to complete the work within a certain period of time.

Based on the opinions of the experts above regarding the definition of work productivity, it can be concluded that employee work productivity is the ability of an employee to complete his work effectively and efficiently to get maximum production results within a certain period of time.

RESEARCH METHODOLOGY

This type of research is quantitative research. Associative quantitative research is used in this study, because the data that is the object of this study is quantitative data in the form of numbers produced from the Likert scale. Furthermore, Sugiyono (2021:18) Rooted in the positivist philosophy, quantitative research is designed to study specific populations or samples by gathering data through research instruments and applying statistical analysis to test predefined hypotheses. This study adopts an associative approach, which Sugiyono (2021:44) defines as a method aimed at determining the relationships or impacts among two or more variables.

Data collection involves gathering information essential for variable measurement. Sugiyono (2022:308) defines this method as a scientific approach to obtaining valid data, which serves to validate findings, expand knowledge, and resolve or anticipate issues. Essentially, data collection techniques represent the structured methods used to acquire necessary research data. In this study, the techniques used include the following:

Primary Data

Primary data is a data source that directly provides data to data collectors (Sugiyono, 2022:187). Primary data in this study is data derived from the distribution of questionnaires to respondents of PT Abuba Steak Cipete South Jakarta employees.

1. Observations

According to (Jaya, 2021) Observation is the systematic observation and recording of the symptoms that appear on the object of research.

2. Questionnaire

According to (Scott, 2022) Questionnaire is a data collection technique that is carried out by giving a set of written questions to respondents to answer.

Secondary Data

According to Sugiyono (2022:187) "Secondary data is an indirect data source that provides data to data collectors".

1. Literature Studies

According to (Jaya, 2021) In literature studies, research is carried out by examining and studying various literature (books, journals, laws and regulations, etc.) that are used as references based on the subject matter being studied.

2. Documentation

According to Sugiyono in Nuning Indah Pratiwi (2017:213), documentation is a record of events that have passed. Documents can be in the form of writings, drawings, or monumental works of a person.

Data Analysis Techniques

According to Sugiyono (2022:206) "Data analysis is an activity of analyzing after data from all respondents is collected. Activities in data analysis group data based on variables, tabulation, presenting data from each variable being studied, conducting calculations to answer the formulation of the problem and conducting calculations to test the hypothesis that has been proposed". Activities in data analysis include grouping data, tabulating, presenting data based on the variables being studied, performing calculations to answer the formulation of the problem, and conducting calculations to test hypotheses.

Hypothesis Test

Partial Significance Test (t-test)

According to Ghozali (2022:84), Hypothesis testing can be partially tested using the t-test formula. T-statistical testing aims to test whether or not there is an influence of each independent variable (X) on the dependent variable (Y). The method of decision-making based on its significance is as follows:

- a. If it is significant > 0.05 , then H_0 is accepted and H_a is rejected so that it can be concluded that partially independent variables have no significant

effect on dependent variables.

- b. If it is significant < 0.05 , then H_0 is rejected and H_a is accepted, so it can be concluded that partially independent variables have a significant effect on dependent variables.

According to Sugiyono (2022:276), the formula used in testing the hypothesis (t-test) in this researcher is:

$$t = \frac{r_p \sqrt{n-2}}{\sqrt{n-r_p^2}}$$

Source : Sugiyono (2022: 276)

Description :

t = t calculation or probability

R_p = correlation coefficient

n = number of samples

Determining the real level, the real level used is $\alpha = 0.05$ the value of t calculated compared to t in the table with the following conditions:

- a. If t calculates $> t$ table = then H_0 is rejected and H_1 is accepted (affecting).
- b. If t calculates $< t$ table = then H_0 is accepted and H_1 is rejected (has no effect).

Simultaneous Significant Test (F Test)

According to Ghazali (2022:84), the F test basically shows whether all independent or independent variables included in the model have a combined influence on the dependent or bound variables. This test also uses a significance level of 5% or 0.05 with the following hypothesis acceptance and rejection criteria:

- a. If the study is significant > 0.05 , H_0 is accepted and H_a is rejected so that it can be concluded that simultaneously independent variables do not have a significant effect on dependent variables.
- b. If the study is significant < 0.05 , H_0 is rejected and H_a is accepted so that it can be concluded that simultaneously independent variables have a significant effect on dependent variables.

According to Sugiyono (2020:277) stated that "the F test is used to determine the effect of independent variables on dependents together". To test

the relationship between independent variables (X1 and X2) that simultaneously affect bound variables (Y), the following calculations are performed:

$$F_{hit} = \frac{\frac{R^2}{k-1}}{\frac{1-R^2}{n-k}}$$

Source : Sugiyono (2020: 277)

Where:

R² = Determination Coefficient

k = number of independent variables

n = amount of data (sample of respondents)

Or by looking at the table as follows:

- a. If $F_{cal} < F_{table}$, then H_0 is rejected and H_a is accepted so that it can be concluded that simultaneously independent variables do not have a significant effect on dependent variables.
- b. If $F_{cal} > F_{table}$, then H_0 is accepted and H_a is rejected so that it can be concluded that simultaneously independent variables have a significant effect on dependent variables.

FINDINGS AND DISCUSSION

ABUBA Steak Restaurant is taken from the name of the restaurant owner, namely "Abu Bakar" who has experience in the field of food and beverage for 25 years. Started in 1990, Abu Bakar sold street vendors on the side of the road. Over time he developed his business, until 1992 he was able to rent a building on Jl. Cipete Raya No.6 South Jakarta. Where initially only 8 dining tables became 35 dining tables. This was due to the high enthusiasm of the community at that time for steak.

It can be said that ABUBA Steak was a pioneer at that time, where Abu Bakar dared to open a western food business, namely "steak" which was fairly expensive and could only be bought by the upper class. But ABUBA Steak changed that thinking by selling steaks that were affordable and had quality ingredients. Who would have thought that the owner of ABUBA Steak had an inspiring story. Even though he did not have a high educational background and a lot of capital, he was able to establish ABUBA Steak to be as successful as it is today.

This history began when he was in the 5th grade of elementary school, he had to drop out of school because his father was sick and passed away. Abu Bakar lived a quite painful life. When he was young, he had to work hard because of the economic squeeze and became the backbone of the family. From working as a dishwasher, working in the cooking department, restaurants, and hotels. He continued to develop his skills in the culinary field until he was able to work as a cook at an offshore oil drilling company around Natuna Island, and met a chef from Texas, United States while learning in burger and steak processing.

After his contract with the oil company ended, he returned to Jakarta and opened a small steak tent stall on Jalan Kemang Raya, South Jakarta. After running his business, he was worried and not confident in selling steak, because

generally the culinary business at that time was lalapan and catfish pecel. Abu Bakar could not make pecel catfish and could only make steak. With only Rp.3,000,000. He was able to establish a steak tent stall that continues to grow from time to time. Until now, ABUBA Steak has managed to open 30 outlets in major Indonesian cities such as Jakarta, Depok, Bogor, Tangerang, Bekasi, and Bandung accompanied by more modern, quality food innovations, as well as restaurants that are modern and comfortable for visitors.

Data on Performance Assessment Variables (X1)

The results of the answers from 57 respondents to the Performance Assessment variable consisting of 12 statements, the answers obtained were then analyzed using the answer percentage method, the results of which can be seen in the table below:

Table 4.6 Description of Performance Appraisal Variables (X1)

Ye s	Statement	Answer Options					Tot al	Tot al Sco re	Avera ge Score	Categor ies
		SS	S	CS	TS	ST S				
		5	4	3	2	1				
Quality of Work										
1.	I have a quality of work that meets the company's standards.	12	12	21	9	3	57	192	3,37	KB
2.	I always try to maximize my quality in my work	18	20	8	9	2	57	214	3,75	B
Average Work Quality		30	32	29	18	5	114	406	3,56	B
Quantity										
3.	I was able to complete the quantity of the number of jobs that the company targeted	21	11	15	10	0	57	214	3,75	B
4.	I can complete the work according to the quantity with the given workload	26	11	7	9	4	57	217	3,81	B

Ye s	Statement	Answer Options					Tot al	Tot al Sco re	Avera ge Score	Categor ies
		SS	S	CS	TS	ST S				
		5	4	3	2	1				
Average Quantity		47	22	22	19	4	114	431	3,78	B
Punctuality										
5.	I always finish the work according to the predetermined timeliness.	19	19	10	6	3	57	216	3,79	B
6.	I am able to manage the punctuality of work well to meet the work target	28	10	5	9	5	57	218	3,82	B
Average Punctuality		120	62	44	43	16	285	1082	5,07	B
Effectiveness										
7.	I can work closely with colleagues to achieve the company's goals effectively.	21	22	5	8	1	57	225	3,95	B
8.	I use work resources effectively in completing tasks.	20	15	14	3	5	57	213	3,74	B
9.	I can work effectively with the allotted time	26	13	3	12	3	57	218	3,82	B
Average Effectiveness		188	113	64	66	25	456	1741	5,54	B
Independence										
10	I am able to complete the work with	20	15	14	3	5	57	213	3,74	B

Ye s	Statement	Answer Options					Tot al	Tot al Sco re	Avera ge Score	Categor ies
		SS	S	CS	TS	ST S				
		5	4	3	2	1				
	the independenc e I have.									
11	I can make independent decisions in the execution of the work.	26	13	3	12	3	57	218	3,82	B
12	I have independenc e at work	20	16	13	5	3	57	216	3,79	B
Average Independence		66	44	30	20	11	171	647	3,78	B
Quantity		331	211	145	123	45	855	4,17		B
Presentation		38, 71	24, 68	16, 96	14, 39	5,2 6	100			

Source: data processed, 2026

Based on the results of the distribution of the questionnaire for the Performance Assessment variable, it can be concluded that the Performance Assessment at PT Abuba Cipete South Jakarta. has the least weight is in statement 1, namely "I have work quality in accordance with company standards", obtained with an average score of 3.37 which is in the Poor (KB) category . This shows that there are still employees who feel that the quality of their work is not fully in accordance with the standards set by the company. Companies are advised to improve the quality of employee work through the preparation of clearer work standards (SOPs), regular training, and continuous training and performance evaluation. In addition, employers need to provide direction, feedback, and assistance to employees in order to understand the expected quality standards. With these steps, it is hoped that the quality of employees' work can improve so that they are able to meet and even exceed the standards set by the company.

Data on Reward Variable Research Results (X2)

The results of the answers from 57 respondents to the *Reward* variable consisting of 12 statements, the answers obtained were then analyzed using the answer percentage method, the results of which can be seen in the table below:

Table 4.7 Description of Reward Variables (X2)

Yes	Statement	Answer Options					Total	Total Score	Average Score	Categories
		SS	S	CS	TS	STS				
		5	4	3	2	1				
Wages										
1.	The wages I receive are in accordance with the work I do.	18	12	8	17	2	57	198	3,47	B
2.	The wage system in companies is carried out fairly.	17	20	8	5	7	57	206	3,61	B
Average Wages		35	32	16	22	9	114	404	3,54	B
Salary										
3.	The salary I receive corresponds to my job responsibilities.	16	9	13	16	3	57	190	3,33	KB
4.	The salary provided by the company was able to meet my basic needs.	26	7	9	8	7	57	208	3,65	B
Average Salary		42	16	22	24	10	114	398	3,49	B
Incentives										
5.	The company provides incentives based on employee performance achievements.	17	19	9	8	4	57	208	3,65	B
6.	The incentives that the company gives me encourage me to work better.	24	15	4	9	5	57	215	3,77	B

Yes	Statement	Answer Options					Total	Total Score	Average Score	Categories
		SS	S	CS	TS	STS				
		5	4	3	2	1				
Average Incentive		41	34	13	17	9	114	423	3,71	B
Benefits										
7.	The benefits provided by the company are in accordance with the needs of employees.	25	13	4	12	3	57	216	3,79	B
8.	I am satisfied with the benefits provided by the company.	18	14	12	12	1	57	207	3,63	B
Average Allowance		43	27	16	24	4	114	423	3,71	B
Interpersonal Awards										
9.	The boss gave me an interpersonal award for the work I had achieved.	21	12	10	9	5	57	206	3,61	B
10.	I received an interpersonal award from my boss for the contribution I made.	24	11	10	6	6	57	212	3,72	B
Average Interpersonal Award		43	27	16	24	4	114	423	1,86	B
Promotions										
11	The company provides fair promotion opportunities to all employees.	21	12	10	9	5	57	206	3,61	B

Yes	Statement	Answer Options					Total	Total Score	Average Score	Categories
		SS	S	CS	TS	STS				
		5	4	3	2	1				
12	Work performance is the main consideration in providing promotions.	10	11	24	6	6	57	184	3,23	KB
Average Promotion		45	23	20	15	11	114	418	3,67	B
Quantity		206	132	87	102	43	570	3,62		B
Presentation		36,14	23,16	15,26	17,89	7,54	100			

Source: data processed, 2026

Based on the results of the distribution of the questionnaire for *the Reward* variable, it can be concluded that *the Reward* at PT Abuba Cipete South Jakarta has the least weight is in statement 12, namely "Work performance is the main consideration in providing promotion." , obtained an average score of 3.23 which is included in the Poor (KB) category , but is the lowest score in the promotion indicator. This shows that there are still some respondents who do not fully believe that promotions are given based on work performance. Companies are advised to implement a promotion system that is more transparent, objective, and based on measurable work performance. Promotion criteria need to be clearly socialized to all employees so that they understand that performance achievement is the main factor in obtaining promotion opportunities. In addition, companies need to conduct periodic performance evaluations using fair and consistent indicators and provide feedback to employees on the results of their assessments. Thus, employees' confidence in the promotion process will increase, so that it can motivate them to continue to improve their work performance.

Data on Employee Productivity Variables (Y)

The results of the answers of 57 respondents to the Employee Productivity variable consisted of 12 statements, the answers obtained were then analyzed using the percentage of answers method, the results of which can be seen in the table below:

Table 4.8 Description of Employee Productivity Variables (Y)

Table No Description of Employee Productivity Variables (1)										
Ye s	Statement	Answer Options					Tot al	Tot al Sco re	Avera ge Score	Categor ies
		SS	S	CS	TS	ST S				
		5	4	3	2	1				
Number of Jobs										
1.	I was able to complete the number of jobs according to the	11	5	23	18	0	57	180	3,16	KB

Ye s	Statement	Answer Options					Tot al	Tot al Sco re	Avera ge Score	Categor ies
		SS	S	CS	TS	ST S				
		5	4	3	2	1				
	company's target.									
2.	I can complete the assigned amount of work without procrastinating on other tasks	6	3	28	18	2	57	164	2,88	KB
Average Number of Jobs		17	8	51	36	2	114	344	3,02	KB
Quality of Work										
3.	I always try to produce a quality of work that is neat and according to company standards.	23	8	18	7	1	57	216	3,79	B
4.	The quality of the work I do rarely experiences errors or complaints.	3	13	13	26	2	57	160	2,81	KB
Average Quality of Work		26	21	31	33	3	114	376	3,30	B
Punctuality										
5.	I was able to complete the work according to the predetermined timeliness.	10	9	14	24	0	57	176	3,09	KB

Ye s	Statement	Answer Options					Tot al	Tot al Sco re	Avera ge Score	Categor ies
		SS	S	CS	TS	ST S				
		5	4	3	2	1				
6.	I always make the most of the punctuality of work to get the job done.	8	11	8	29	1	57	167	2,93	KB
Average Punctuality		18	20	22	53	1	114	343	3,01	KB
Attendance										
7.	I am always present to work according to the schedule that has been determined by the company.	6	10	36	5	0	57	188	3,30	KB
8.	I rarely arrive late to work and always show up on time.	4	13	34	4	2	57	184	3,23	KB
9.	I have a good level of discipline in adhering to work attendance.	7	12	32	5	1	57	190	3,33	KB
Average Attendance		17	35	102	14	3	171	562	3,29	KB
Cooperative Capabilities										
10	I am able to work closely with colleagues to achieve the company's targets.	30	15	6	6	0	57	240	4,21	SB

Ye s	Statement	Answer Options					Tot al	Tot al Sco re	Avera ge Score	Categor ies
		SS	S	CS	TS	ST S				
		5	4	3	2	1				
11	I am ready to work with colleagues when facing difficulties at work.	32	12	7	5	1	57	240	4,21	SB
12	I am able to work well together to get the job done effectively.	30	15	6	6	0	57	240	4,21	SB
Average Cooperative Ability		92	42	19	17	1	171	720	4,21	SB
Quantity		170	126	225	153	10	684	3,36		KB
Presentation		24,85	18,42	32,89	22,37	1,46	100			

Source: data processed, 2026

Based on the results of the distribution of the questionnaire for the Employee Productivity variable, it can be concluded that the Employee Productivity at PT Abuba Cipete South Jakarta has the least weight is in statement 4, namely "The results of the quality of the work I do rarely experience errors or complaints." , obtained an average score of 2.81 which is included in the Poor (KB) category . This result shows that there are still employees who feel that their work results still have errors or receive complaints, so that the quality of work has not fully met the organization's expectations. Companies are advised to improve the quality of employee work through training that focuses on improving technical competence, accuracy, and compliance with standard operating procedures (SOPs). In addition, it is necessary to regularly supervise and evaluate the results of the work, accompanied by providing constructive feedback so that every mistake can be corrected immediately. The implementation of a *quality control* system and continuous training is also expected to reduce the level of errors and complaints, so that the quality of employee work becomes more optimal and in accordance with the standards set by the company.

CONCLUSION

Based on the chapter of the results of analysis and discussion, the author will draw conclusions from the results of this research or thesis writing. The

conclusions of the results of this research are as follows:

1. Simple linear regression analysis $Y = 9.856 + 0.868 X_1$. Based on the results of the regression calculation, a positive value t is obtained calculated $> t$ table or $(9.570 > 2.005)$. This is also strengthened by a significance value of $0.000 < 0.05$. Thus H_{o1} is rejected with H_{a1} accepted, this shows that there is a significant influence between Performance Appraisal on employee productivity. Based on the test results on the value of r (Correlation Coefficient) of the Performance Assessment variable (X_1) of 0.932 where the value is in the interval of 0.800 – 1,000, it means that the level of relationship between the Performance Assessment variable (X_1) partially and employee productivity (Y) has a **very strong relationship**. Based on the results of the Model Summary which produced an R Square value of 0.868, this shows that 86.8% of the Performance Assessment variable (X_1) has a partial (own) influence on the employee productivity variable (Y) and the remaining 13.2% has an effect on other factors that are not studied in this study.
2. Simple linear regression analysis $Y = 14.469 + 0.800 X_2$. Based on the results of the regression calculation, the positive value t is calculated $> t$ table or $(4.563 > 2.005)$. This is also strengthened by the significance value of $0.000 < 0.05$. Thus, H_{o2} is rejected and H_{a2} is accepted, this shows that there is a significant influence between *Rewards* on employee productivity. Based on the test results, the value of r (Correlation Coefficient) of the *Reward* variable (X_2) was 0.862 where the value was in the interval of 0.800 – 1,000, meaning that the level of relationship between *the Reward* variable (X_2) partially and employee productivity (Y) had a **very strong relationship**. Based on the results of the Model Summary which produced an R Square value of 0.743, this shows that 74.3% of the Reward Variable (X_2) variable has a partial (own) influence on the employee productivity variable (Y) and the remaining 25.7% has an effect on other factors that are not studied in this study.

Multiple Linear Regression Analysis $Y = 7.778 + 0.628 X_1 + 0.298 X_2$. Based on the results of the analysis in the table above, namely the ANOVA test, the F_{cal} value of 255.875 was obtained while F_{table} ($\alpha 0.05$) for $n = 54$ was 3.17. So the $F_{calculate} > F_{table}$ ($\alpha 0.05$) or $255.875 > 3.17$, with a significant level of 0.000 because $0.000 < 0.05$, then it can be said that, Performance Appraisal (X_1), *Reward* (X_2) and collectively affect employee Productivity (Y). Based on the test results, the r value (Correlation Coefficient) of the variables Performance Assessment (X_1) and *Reward* (X_2) was obtained of 0.951 where the value was in the interval of 0.800 – 1,000, meaning that the level of relationship between the variables of Performance Assessment (X_1) and *Reward* (X_2) simultaneously on employee productivity (Y) had a **very strong relationship**. Based on the results of the Model Summary which produced an R Square value of 0.905, this shows that 90.5% of the Performance Appraisal (X_1) and Reward Variable (X_2) variables have a simultaneous influence (together) on the Employee Productivity variable (Y) and the remaining 9.5% are influenced by other factors that are not studied in this study.

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