

How Do Work Motivation, Rewards, and Punishments Impact Employee Performance? An Approach in Islamic Economics

by Ivan Rahmat Santoso

Submission date: 26-Nov-2022 10:32AM (UTC+0900)

Submission ID: 1832951767

File name: Article_edit.docx (81.14K)

Word count: 5040

Character count: 28914

How Do Work Motivation, Rewards, and Punishments Impact Employee Performance? An Approach in Islamic Economics

Sumadi¹, Ivan Rahmat Santoso²

Institut Teknologi Bisnis AAS Indonesia¹, Universitas Negeri Gorontalo²

sumadi@stie-aas.ac.id¹, ivan_santoso@ung.ac.id²

Corresponding Author : sumadi@stie-aas.ac.id

ABSTRACT

Employee performance is a crucial element in supporting success in a company, but studies so far have prioritized research in conventional contexts. This study aims to determine the effect of the application of work motivation, reward, and punishment on employee performance based on an Islamic economic perspective. The quantitative approach used in this study was tested on a sample of 30 employees at CV General Solo. The data analysis technique uses Multiple Linear Regression Analysis with the help of the SPSS tool. The results of the study found that only work motivation had a significant effect on employee performance with a sig value of 0,045. In addition, simultaneously work motivation, reward and punishment affect employee performance with a value of 31,1%. Employee motivation that is in line with the goals of Islamic economics has an impact on improving employee performance. Rewards and Punishments also have an impact on employee performance even though at a small significant level. The research implications have an impact on improving employee performance following Islamic values.

Keywords: Motivation, Punishment, Reward, and Employee Performance, Islamic Economics

Received :
Occupation
E-mail :

A. INTRODUCTION

Performance is a work process where performance is the method through which labor is done in order to attain the results of its work. Employees are an important component of the company and have a very vital thinkers, planners, and activity controllers in the business. Performance is the outcome of an employee's quality and quantity of work in completing tasks in accordance with their assigned obligations. (Arnold et al., 2019; Siddiqui, 2014). To measures may be taken to increase employee performance through the provision of work motivation, rewards, and punishment. Humans have the capacity for motivation, which may be fostered by a variety of outside factors, the core of which is around material and non-material rewards that might improve performance outcomes. Whether something is positive or negative depends on the circumstances and challenges each person faces (Manzoor et al., 2021). Every employee's increased work drive opens up possibilities to strengthen their work ethics, which will significantly affect their credit scores and track records in the eyes of the organization (Grabowski et al., 2021). An award can be something that has no shape or form, that is, what employees receive from the organization intentionally or not, which is a reward for good performance or employee participation in work (Shields et al., 2020). Because the provision of rewards can affect the level of employee performance to achieve company goals (Khuluq & Wijaya, 2019; Salah, 2016; Widhianingrum, 2018).

The maintenance of staff discipline is one of the functions of punishment. The more serious the penalty will make employees feel a sense not wanting to violate company rules, it will form good employee discipline attitudes and behavior. Punishment is a threat that is given sanctions to deter employees who violate the rules, maintain the policies applied, and provide sanctions for violators. Punishment must be applied based on logical considerations, be reasonable, and has been conveyed properly to all employees (Arvey & Ivancevich, 1980; McDonnell & Nurmohamed, 2021). Punishment should be applied not too heavily and not too lightly because punishment is educational and a motivation for discipline in the organization.

Previous studies have discussed the study of the impact of motivation, reward, and punishment on employee performance (Fajar et al., 2018; Syafiq, 2021; Vinet & Zhedanov, 2011), but studies that address a similar scope from an Islamic economic perspective are still very limited. This study aims to investigate the influence of work motivation, rewards, and punishments on employee performance through the perspective of Islamic economics. This research offers novelty in terms of different perspectives and a more comprehensive analysis of employee performance.

B. THEORITICAL

Work motivation

A person's encouragement to take the necessary action to accomplish goals is known as work motivation. (Pinder, 2008). Morale at work may be fueled by motivation. Ryan claims that a person's motivation is an internal and external force that pushes them to attain their goals. (Ryan & Deci, 2000). In order to maximize employee performance, work motivation is a crucial aspect. A person will be inspired to advance with the organization if they have work motivation (Sukardi & Raharjo, 2020). Without the will to work hard and give the firm their best, employees' talents and abilities in an organization won't have much of an influence (Hasibuan, 2009). Motivation is crucial because it encourages employees to engage actively and enthusiastically in order to perform at their best (Sukardi & Raharjo, 2020). Employee retention will rise and business performance will be improved by managers who can inspire their staff (Bakri, 2018). The indicators of work motivation in this study are the rewards are given, the work environment, social needs, career development, and rewards (Kumari et al., 2021).

In the view of Islamic economics, motivation is explained in more detail and is classified into physiological aspects including motivation in protecting oneself and maintaining survival, psychological or social aspects which include ownership motivation, competence motivation, and work motivation as well as motivation in working and producing, that is, humans can implement the work potential that has been bestowed by Allah, put their trust in Allah and seek His help when carrying out work and have faith to Allah to reject danger, dictatorship and pride in accomplishments (Melis, 2019). Several relevant previous studies that examined work motivation on performance (Bakri, 2018; Nurhikmah et al., 2020; Ratnasari et al., 2021; Ratnawati et al., 2020; Sukardi & Raharjo, 2020) where work motivation can significantly improve employee performance.

Reward

The reward is an award/remuneration given by the firm to the workers because the workforce has contributed time, effort, and ideas to the advancement of the organization in achieving the established goals. Employees that do better than expected and meet the company's late performance goals are rewarded (Malhotra et al., 2007). A reward is a form of acknowledgment of the gift/reward that is applied to specific coaching targets, namely gifts for those who obediently show good deeds. The indicators to measure the award variable are as follows: salary, awards, praise, and leave-end allowance (Marleya et al., 2022; Smith, 2022). The external and internal environments are the two categories of elements that affect the reward

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXX

(Apriyanti et al., 2021). The external environment originates from sources outside of the business, such as the labor market, the economy, governmental rules, and trade unions.

In the view of Islamic law, compensation is ¹⁴the right of the person who has worked (*ajir*/employee/worker) and the obligation of the person who employs it (*musta'jir*/employer/employee) which is agreed upon with an *ijarah* contract (Mahfud, 2019). In the view of Islam, real wages are compensation for services that have been provided by a worker. Deprivation of wages is a bad act that will receive a threat of punishment from Allah SWT.

Punishment

Punishment is punishment or something that can weaken behavior and tends to reduce the frequency of behavior from requesting an unexpected consequence. The intended punishment is an unpleasant consequence of the behavioral response. In general, punishment is an action that is imposed on someone who has committed a mistake or violation such as violating the law and so on. Punishment is a threat of punishment that aims to improve employee performance to be right (A. A. A. P. Mangkunegara, 2013). Punishment is suffering that is given or caused intentionally by someone after an offense, crime or mistake has occurred. The existence of punishment to improve human behavior also shows that this punishment is not given to all humans but to humans who only violate it. Humans like this are usually difficult to fix with advice or example but must be even harder, namely by being educated with punishment. According to (Najiah et al., 2020) there are several indicators of punishment, namely: Rules, Efforts to minimize future errors, Execution/pressure, Punishment given with an explanation, Warning Warning, and Layoff Policy. The factors that affect the imposition of sanctions on employees are caused by: Employees who arrive late on the permit notification, leave work before the specified hour without any reason, do not come to work for 3 days or more without direct permission or in writing, use office facilities for personal use without prior permission (A. A. A. P. Mangkunegara, 2013).

According to Abdulah Nashih Ulwan, punishment is to teach a good lesson to the perpetrator or other people, all that is a firm and appropriate way to fix it (Fauzi, 2016). Punishment has also been mentioned in the Qur'an in Surah Al Zalzalah (99): 7-8: so, *whoever does good on a grain of zarrah, surely, he will see (reply) it. And whoever does evil weighing zarrah, surely, he will see (reply) later.* The meaning of the above verse is that if a human does well as small as an atom of an atom or commits a crime as small as a small particle, then he will get a reward

later, and if an employee violates the rules in the company, then the employee must be prepared to be punished according to the mistakes that have been made. Meanwhile, if the employee complies with the existing regulations in the company and completes the tasks given, the employee is entitled to receive compensation.

8 Employee performance

Performance is the result of the work done by an employer and employee to accomplish business or organizational goals. It is the work done by an individual or group inside an organization to accomplish goals that are legitimate and do not contravene morals and ethics (Afandi, 2018). Employee performance is the capacity of an employee to perform particular abilities (Sinabela, 2012). Good performance for the company or organization then he will get good results from his work and will provide benefits for the company or organization. According to (A. A. P. Mangkunegara, 2011) the performance indicators are as follows: Quality, Quantity, Executor, and Responsibility. 3 factors influence performance, namely as follows: employee internal factors, organizational internal factors, and organizational external factors.

Performance According to Islam, it is a method through which people actualize themselves. Performance is a physical expression of morally upstanding ideas, attitudes, and understandings that may inspire people to generate high-caliber work (Multitama, 2006). this is found in the Qur'an Surah Al-Jumuah (62): 10: *"When the prayer has been carried out, then scatter you on earth; seek Allah's bounty and remember Allah a lot so that you will be successful"*. The verse above explains that the aim of a Muslim is to get the virtue of quality and wisdom from the outcomes in order to seek the pleasure of Allah SWT. If these two elements are the cornerstones of one's job, excellent performance will result.

C. METHODOLOGY

The sort of associative research used in this study is approached quantitatively. Thirty CV General Solo employees made up the study's sample. The saturated sample, also known as complete sampling, was the probability sampling strategy employed in this investigation. The saturated sample is a strategy for selecting a sample from the whole population (Tharenou et al., 2007). Therefore, the sample in this study consisted of all 30 General Solo employees. All kinds of things or activities that may be altered by researchers to analyze and draw conclusions are considered research variables. Work Motivation, Reward, and Punishment are utilized in this study as independent variables or (independent variable) and

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXX

Employee Performance is employed as the dependent variable (dependent variable). This study employed a questionnaire to gather data, asking participants to provide written answers to a series of questions. Multiple regression analysis is the data analysis method employed to ascertain the impact or relationship between the dependent or variable factors and the independent variables with the aid of the Statistical Program for Social Science (SPSS) tool.

²⁹ D. RESULTS AND DISCUSSION

I. Multiple Linear Regression Analysis

To ascertain the impact of Work Motivation (X1), Reward (X2), and Punishment (X3) on Employee Performance, multiple linear regression analysis was performed (Y). Following are the outcomes of data processing using the SPSS program:

Table 1. Regression Equation Test Results

Variable	B	Std. Error	t count	Sign
(Constant)	14,416	4,013	3,593	,001
Work Motivation	,506	,204	2,108	,045
Reward	,023	,307	,074	,942
Punishment	,111	,252	,439	,664

Source: Primary Data Processed 2022

This equation for multiple linear regression yields the following results:

$$Y = 14,416 + 0.506 \text{ }^{24}\text{X1} + 0.023 \text{X2} + 0.111 \text{X3} + e$$

Using the following justification:

- ²⁴ The employee's performance will improve by 14.416% if the incentive, reward, and punishment factors are excluded from the research, according to the constant a, whose value is 14,416.
- The coefficient 1 = 0.506 states that if work motivation is boosted further by 1 unit, performance will rise by 0.506% while holding all other independent assumptions constant, and vice versa.
- If the incentive variable is increased by another unit, as shown by the value of the coefficient 2 = 0.023, performance will rise by 0.023% while holding all other independent assumptions constant, and vice versa.

- d. The coefficient 3 has a value of 0.111, which suggests that if the punishment variable is increased by another unit, performance will improve by 0.111% while holding all other independent assumptions equal.

2. T Test

To determine whether or whether the factors Work Motivation (X1), Reward (X2), and Punishment (X3) have an impact on Employee Performance, the t-test is utilized.

Table 2. t Test Results

Variable	tcount	Sign	Result
Work motivation	2,108	0,045	Significant
Reward	,074	,942	Not Significant
Punishment	,439	,664	Not Significant

Source: Primary Data Processed 2022

Based on the results of the t test above, it can be concluded that:

- a. Calculation of Work Motivation on Employee Performance

Tcount has a value of 2.108 and a Sig value of 0.045. This demonstrates that the significance value of 0.045 is less than 0.05 and the t count value of 2.108 is more than the t table 2.05553. H_0 is so turned down whereas H_a is approved. This indicates that the work motivation variable has a considerable impact on General Solo employees' performance.

- b. The results of the calculation of rewards on employee performance

Tcount has a value of 0.074 and Sig has a value of 0.942. This demonstrates that the significance value of 0.942 is higher than 0.05 and the t count value of 0.074 is less than the t table 2.05553. Therefore, H_0 is approved whereas H_a is denied. This indicates that there is no discernible impact of the incentive variable on General Solo employees' performance.

- c. The results of the calculation of Punishment on Employee Performance

The value of t count is 0.439 with a Sig value of 0.664. This shows that the t count value is 0.439 less than t table 2.05553 and the significance value is 0.664 greater than 0.05. So H_0 is accepted and H_a is rejected. This means that the

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXX

punishment variable has no significant effect on the performance of General Solo employees.

3. F test

In order to determine if Work Motivation (X1), Reward (X2), and Punishment (X3) have an impact on Employee Performance concurrently, the F test is utilized.

Table 3. Test Results F

Model	Sun of Squares	Df	Mean Square	F	Sig
I Regression	91,998	3	30,665	5,363	0,005
Residual	148,669	26	5,718		
Total	240,667	29			

Source: Primary Data Processed 2022.

According to the F test's findings above, Fcount 5,363 has a significance value of 0,005. This demonstrates that Sig 0,005 is less than 0,05 and Fcount 5,363 has a value bigger than Ftable 2,975. As a result, H_0 got and H_a is rejected Fcount > Ftable was refused. This indicates that job incentive, reward, and punishment all have a substantial role in how well General Solo employees perform.

4. Determination Coefficient Test (R2)

The determination Coefficient Test (R2) is used to measure how far the model's ability to apply variations in the dependent variable is.

Table 4: Test Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,618	,382	,311	2,391

Source: Primary Data Processed 2022

Based on the results of the coefficient of determination test, it is known that the value of Adjusted R Square is big 0,311 or 31,1%. These results conclude that the dependent variable of General Solo employee performance can be explained by the independent variable of work motivation, reward, and

punishment. So the independent variable gives a value of 31.1% while the remaining 68.9% is influenced by other variables not examined.

DISCUSSION

a. The Effect of Work Motivation on Employee Performance in an Islamic Economic Perspective

According to the findings of the multiple linear regression equation, the motivational value is 2,108 for t count and 0,045 for Sig. This demonstrates that the significance value of 0,045 is less than 0,05 and the value of t count 2,108 is more than t table 2,05553. Therefore, the work motivation variable has a considerable impact on the performance of General Solo personnel as seen by Ho rejection and $H\alpha$ receipt. Motivational support from superiors is very important to foster a high sense of concern for cooperation and performance. In addition to supporting from superiors. Motivation also makes employees able to show good performance and make the targets given by the company able to be achieved. The motivation from superiors at General Solo makes employees eager to achieve the results that are charged to employees and can make the company better.

Research by is used to support this study (Mariani et al., 2018; Rahmatullah & Hadi, 2018; Riyadi & Rokhim, 2017) that employee performance is positively impacted by work motivation. In this case, the factors considered to be agreed upon by the respondents regarding the factors to improve employee performance. Motivation is one aspect that influences the achievement of goals in the organizational or corporate environment. The existence of work motivation will encourage a person to develop his knowledge and ability to achieve better performance. Someone who has strong motivation will have a sense of responsibility to produce a good performance. The findings of this study show that work motivation significantly improves performance. It is evident that employee performance may be impacted by job motivation. Employee performance will improve the more motivation is provided to them.

b. The Effect of Reward on Employee Performance in an Islamic Economic Perspective

The value for the reward is determined by the results of the multiple linear regression equation, and it is value of thitung as big 0,074 with value Sig as 0,942. This shows that the value of t count 0,074 is smaller than t table 2,05553 with the

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXX

value Sig as 0,942 greater than 0,05. So H_0 received and H_a rejected, meaning that the performance is not significantly impacted by the incentive variable of General Solo employees. Rewards at PT Semestanustra Distrindo Depo Solo do not have a significant effect on employee performance, because employees focus on completing work targets that have been given by the company so that employees return on time and work is done well. This research is not supported by other research conducted by (Dwita & Suhud, 2022; Hussain et al., 2019) which state that rewards have a significant effect on employee performance. In this case, some factors are considered to agree with the respondents regarding factors to improve employee performance. In contrast to research conducted by (Adityarini, 2022; Suwanto & Japlani, 2019), which states that rewards have no significant effect on employee performance. This shows that the awards or rewards given by the company to employees will not affect performance

c. The Effect of Punishment on Employee Performance in an Islamic Economic Perspective

From the results of the multiple linear regression equation, the value for punishment is the value thitung as 0,439 with the value Sig as 0,664. This shows that the value of t count 0,439 is smaller than t table 2,05553 and the value sig 0,664 is as big as 0,05. So H_0 received and H_a rejected, So the punishment variable does not significantly affect the effectiveness of General Solo employees. Punishment at General Solo does not have a significant effect on employee performance because the punishment given by the leadership is not very firm, for example in absenteeism many are not permitted and the leadership does not mind it because there are leave rights owned by employees. In addition, the arrival of employees is also not a problem for the leadership because employees come home from work more than the specified hours and do not get additional salaries. Other research has not been undertaken to support this study (Adityarini, 2022) which claims that the impact of punishment on worker performance is substantial. This is distinct from the study that was done by (Suak et al., 2017) which claims that the performance of employees is not much impacted by punishment.

Punishment is a threat or punishment that aims to improve employee performance, uphold applicable laws and educate lessons to violators. Punishment can be referred to as an unwanted consequence of a behavioral response to weaken deviant behavior. In certain conditions, by taking into account factors like timing, severity, scheduling, clarity, and impersonality, punishment may be used more successfully to alter employee behavior (not personal)(Siahaan, 2013).

d. The Influence of Work Motivation, Rewards, and Punishment on Employee Performance in an Islamic Economic Perspective

From the results of the multiple linear regression equation, it is known that together the independent variables have a significant influence on the dependent variable. With value Fcount as 5,363 with value sig 0,005. This shows that the value of Fcount 5,363 is as big as Ftable 2,975 and the value Sig 0,005 is smaller than 0,05. So Fcount > Ftable H_0 rejected and H_a received. This means that work motivation, reward, and punishment together have a significant influence on the performance of General Solo employees.

E. CONCLUSION

Based on research on the effect of work motivation, reward, and punishment on employee performance from an Islamic economic perspective at CV General Solo, the following conclusions are obtained: 1) Work motivation has a significant effect on employee performance; 2) Rewards have no significant effect on employee performance; 3) Punishment has no significant effect on employee performance; 4) Work Motivation, Reward, and Punishment Taken together have a significant effect on employee performance CV General Solo's employee motivation is following the Islamic economic concept in which employees are motivated to work to meet their needs both from physiological, psychological aspects and motivation to work and generate income to increase welfare according to Islam namely *falah* in the form of luck in the world and the hereafter. This motivation leads to increased employee performance. Meanwhile, from the point of view of giving rewards and punishments, CV General Solo is under Islamic Economic Shari'a, namely, where the company gives awards in the form of compensation according to employee performance and punishment for those who violate it. Theoretically, this research contributes to the development and insight regarding the factors that influence employee performance from an Islamic economic perspective. Practically this research can be useful for improving employee performance in line with Islamic values.

REFERENCES

- Adityarini, C. (2022). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan. *ULIL ALBAB: Jurnal Ilmiah Multidisiplin*, 1(6), 1430–1439.

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXX

- <https://doi.org/10.55587/jseb.v2i2.46>
- Afandi, P. (2018). *Manajemen Sumberdaya Manusia: Teori, Konsep dan Indikator*. Zanafa Publisng.
- Apriyanti, R., Sudiarditha, I. K. R., & Ari, S. (2021). Effect of Reward and Work Environment on Employee Performance Through Work Satisfaction As a Mediation (Study on Employees of Pt. International Chemical Industry). *Destinasi International Journal Of Economics, Finance & Accounting*, 1(6), 979–1002. <https://dinastipub.org/DIJEFA>
- Arnold, D. G., Beauchamp, T. L., & Bowie, N. E. (2019). Ethical Theory and Business, Tenth Edition. In *Ethical Theory and Business, Tenth Edition*. Prentice-Hall. <https://doi.org/10.1017/9781108386128>
- Arvey, R. D., & Ivancevich, J. M. (1980). Punishment in Organizations: A Review, Propositions, and Research Suggestions. *The Academy of Management Review*, 5(1), 123. <https://doi.org/10.2307/257812>
- Bakri, M. (2018). Effect of Work Ability and Work Motivation on Employee Performance in PT . Lion Mentari Airlines in Makassar. *Patria Artha Management Journal (PAMJou)*, 2(2), 181–198. <http://ejournal.patria-artha.ac.id/index.php/pamj/article/view/167/51>
- Dwita, F., & Suhud, U. (2022). How To Increase Employee Performance Through Rewards And Training. *Economy Deposit Journal (E-DJ)*, 4(1), 241–247.
- Fajar, H., Yuniarsih, T., & Ahman, E. (2018). Pengaruh Pemberian Penghargaan Dan Hukuman Terhadap Motivasi Kerja Serta Implikasinya Pada Kinerja Karyawan Pt Difa Kreasi Di Cikarang – Bekasi. *Jurnal Ilmu Manajemen Dan Bisnis*, 9(1), 57–66. <https://doi.org/10.17509/jimb.v9i1.12979>
- Fauzi, M. (2016). Pemberian Hukuman Dalam Perspektif Pendidikan Islam. *Al-Ibrah: Jurnal Pendidikan Dan Keilmuan Islam*, 1(1), 29–49.
- Grabowski, D., Chudzicka-Czupala, A., & Stapor, K. (2021). Relationships between work ethic and motivation to work from the point of view of the self-determination theory. *PloS One*, 16(7), e0253145. <https://doi.org/10.1371/journal.pone.0253145>
- Hasibuan, M. S. (2009). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Hussain, S. D., Khaliq, D. A., Nisar, Q. A., Kamboh, A. Z., & Ali, S. (2019). Impact of Employees' Recognition, Rewards and Job Stress on Job Performance. *SEISENSE Journal of Management*, 2(2), 69–82. <https://doi.org/10.33215/sjom.v2i2.121>
- Khuluq, K., & Wijaya, R. (2019). The Influence of Rewards on Employee

- Performance With Rewards Separation As Moderating Variable. *Innovative Issues and Approaches in Social Sciences*, 12(1), 50–67. <https://doi.org/10.12959/issn.1855-0541.iiass-2019-no1-art3>
- Kumari, K., Barkat Ali, S., un Nisa Khan, N., & Abbas, J. (2021). Examining the Role of Motivation and Reward in Employees' Job Performance through Mediating Effect of Job Satisfaction: An Empirical Evidence. *International Journal of Organizational Leadership*, 10(4), 401–420. <https://doi.org/10.33844/ijol.2021.60606>
- Mahfud, I. (2019). Kompensasi Dan Evaluasi Kinerja Dalam Perspektif Ilmu Ekonomi Islam. *Madani Syari'ah*, 2, 45–64. teori kerja
- Malhotra, N., Budhwar, P., & Prowse, P. (2007). Linking rewards to commitment: An empirical investigation of four UK call centres. *International Journal of Human Resource Management*, 18(12), 2095–2128. <https://doi.org/10.1080/09585190701695267>
- Mangkunegara, A. A. A. P. (2013). *Human Resource Management*. PT. Remaja Rosdakarya.
- Mangkunegara, A. A. P. (2011). Manajemen Sumber Daya Manusia Perusahaan. In *PT. Remaja Rosdakarya. Bandung*. Remaja Rosdakarya.
- Manzoor, F., Wei, L., & Asif, M. (2021). Intrinsic Rewards and Employee's Performance With the Mediating Mechanism of Employee's Motivation. In *Frontiers in Psychology* (Vol. 12, pp. 1–13). <https://doi.org/10.3389/fpsyg.2021.563070>
- Mariani, N. M., Mahardiana, L., & Risnawati, R. (2018). Pengaruh Individual Capability Dan Motivasi Terhadap Kinerja Karyawan Pada Pt. Balindo Manunggal Bersama Kota Palu. *Jurnal Ilmu Manajemen Universitas Tadulako (JIMUT)*, 4(1), 25–36. <https://doi.org/10.22487/jimut.v4i1.102>
- Marleyana, Y., Devie, D., & Foedjiawati, F. (2022). Reward System, Employee Engagement, and the Role of Employee Satisfaction as Mediating Variable. *Petra International Journal of Business Studies*, 5(1), 97–108. <https://doi.org/10.9744/ijbs.5.1.97-108>
- McDonnell, M. H., & Nurmohamed, S. (2021). When are organizations punished for organizational misconduct? A review and research agenda. *Research in Organizational Behavior*, 41, 100150. <https://doi.org/10.1016/j.riob.2021.100150>
- Melis, M. (2019). Motivasi: Teori Dan Perspektif Dalam Ekonomi Islam. *Islamic Banking : Jurnal Pemikiran Dan Pengembangan Perbankan Syariah*, 4(2), 55–

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXXX

65. <https://doi.org/10.36908/isbank.v4i2.58>
- Multitama. (2006). *Islamic Business Strategy For Entrepreneurship*. Zikrul Hakim.
- Najiah, E. F., Elvierayani, R. R., & Melati, V. R. (2020). The Effect of Career, Reward, and Punishment Development on Employee Performance in Madchan Group Lamongan. *International Conference on Business & Social Sciences*, 431–439. <http://ejournal.stiesia.ac.id/prosiding/index.php/icobussIst/article/view/41>
- Nurhikmah, Iskandar, R., & Achmad, G. N. (2020). Influence of Organizational Leadership and Commitment and Work Ability to Motivation and Performance Employee's, Education and Regional Training in The City of Samarinda. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 2020(2), 181–190.
- Pinder, C. C. (2008). *Work Motivation in Organizational Behavior*. Psychology Press. <https://books.google.co.id/books?id=OPPSPAAACAAJ>
- Rahmatullah, K., & Hadi, S. P. (2018). Pengaruh Motivasi Dan Kompensasi Terhadap Kinerja Karyawan (Studi Kasus Pada Karyawan Pt.Mmc Metal Fabrication). *Jurnal Ilmu Administrasi Bisnis*, 7(4), 292–299. <https://ejournal3.undip.ac.id/index.php/jiab/article/view/22032>
- Ratnasari, S. L., Nasrul, H. W., Nurdin, I., Susilowati, Y., & Susanti, E. N. (2021). Analysis of Organizational Commitment, Motivation, Work Ability, and the Working Environment to Employees Performance in the Covid-19 Era. *Proceedings of the Sixth Padang International Conference On Economics Education, Economics, Business and Management, Accounting and Entrepreneurship (PICEEBA 2020)*, 179, 540–544. <https://doi.org/10.2991/aebmr.k.210616.083>
- Ratnawati, E., Soekidjo, & Efendi, R. (2020). International Journal of Multicultural and Multireligious Understanding the Oil and Gas Industry. *International Journal of Multicultural and Multireligious Understanding*, 7(8), 145–152.
- Riyadi, A. A., & Rokhim, A. A. (2017). Pengaruh Motivasi Kerja Konsep Islami terhadap Kinerja Pegawai. *Amwaluna : Jurnal Ekonomi Dan Keuangan Syariah*, 1(2), 246–262.
- Ryan, R. M., & Deci, E. L. (2000). Intrinsic and Extrinsic Motivations: Classic Definitions and New Directions. *Contemporary Educational Psychology*, 25(1), 54–67. <https://doi.org/https://doi.org/10.1006/ceps.1999.1020>

- Salah, M. (2016). The Influence of Rewards on Employees Performance. *British Journal of Economics, Management & Trade*, 13(4), 1–25. <https://doi.org/10.9734/bjemt/2016/25822>
- Shields, J., Rooney, J., Brown, M., & Kaine, S. (2020). Managing Employee Performance and Reward. In *Managing Employee Performance and Reward* (3rd ed.). Cambridge University Press. <https://doi.org/10.1017/9781108684675>
- Siahaan, R. (2013). Pengaruh Reward dan Punishment Terhadap Disiplin Kerja Karyawan pada PT. Perkebunan Nusantara III Rambutan. *Jurnal Ilmiah Bussiness Progress*, 1(1), 17–26.
- Siddiqui, M. N. (2014). Success of an Organization is a result of Employees Performance. *Advances in Social Sciences Research Journal*, 1(4), 179–201. <https://doi.org/10.14738/assrj.14.280>
- Sinabela, L. P. (2012). *Kinerja Pegawai Teori Pengukuran dan Implikasi*. Graha Ilmu.
- Smith, E. S. (2022). Human resource development: from theory into practice. In *Action Learning Research and Practice*. SAGE Publications. <https://doi.org/10.1080/14767333.2022.2130732>
- Suak, R., Adolfini, & Uhing, Y. (2017). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan Sutanraja Hotel Amurang. *Emba: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 5(2), 1050–1059.
- Sukardi, & Raharjo, M. T. (2020). The Effect of Work Discipline, Work Motivation, And Teamwork On Employee Performance In Bappeda Pemalang Regency. *International Journal of Economics and Management Studies*, 7(8), 41–44. <https://doi.org/10.14445/23939125/ijems-v7i8p106>
- Suwarto, & Japlani, A. (2019). Pengaruh Reward dan Komitmen Organisasi terhadap Kinerja Karyawan Pada PT. Great Giant Pineapple. *Derivatif: Jurnal Manajemen*, 13(2), 47–58.
- Syafiq, S. S. (2021). Pengaruh Motivasi, Reward Dan Punishment Terhadap Kinerja Karyawan (Studi kasus Klinik Kecantikan Puspita Bandar Lampung). *Jurnal Ilmu Manajemen Saburai (JIMS)*, 7(1), 57–66. <https://doi.org/10.24967/jmb.v7i1.1070>
- Tharenou, P., Donohue, R., & Cooper, B. (2007). Management research methods. In *Management Research Methods* (Vol. 9780521694). Cambridge University Press. <https://doi.org/10.1017/CBO9780511810527>
- Vinet, L., & Zhedanov, A. (2011). A “missing” family of classical orthogonal polynomials. *Journal of Physics A: Mathematical and Theoretical*, 44(8), 1–

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXX

8. <https://doi.org/10.1088/1751-8113/44/8/085201>

Widhianingrum, W. (2018). the Effect of Giving Incentives To Employee Performance Pt. Bpr Ekadharma Magetan. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 2(4), 21–29. <https://doi.org/10.29040/ijebar.v2i04.359>

How Do Work Motivation, Rewards, and Punishments Impact Employee Performance? An Approach in Islamic Economics

ORIGINALITY REPORT

20%

SIMILARITY INDEX

16%

INTERNET SOURCES

13%

PUBLICATIONS

5%

STUDENT PAPERS

PRIMARY SOURCES

1

jurnal.stie-aas.ac.id

Internet Source

3%

2

e-journal.stie-kusumanegara.ac.id

Internet Source

2%

3

eudl.eu

Internet Source

1%

4

www.iiste.org

Internet Source

1%

5

www.researchgate.net

Internet Source

1%

6

media.neliti.com

Internet Source

1%

7

Asnita Lase, Agus Setiadi, Kustopo Budiraharjo. "ANALYSIS OF THE FACTORS AFFECTING THE CONSUMER PURCHASING DECISIONS ON COFFEE AT RESTO BANARAN 9, GEMAWANG VILLAGE, SEMARANG", AGROLAND: The Agricultural Sciences Journal, 2019

1%

8

Prima Widyaputri, Fetty Poerwita Sary. "Digital leadership and organizational communication toward millennial employees in a telecommunication company", Corporate Governance and Organizational Behavior Review, 2022

Publication

1 %

9

repository.untag-sby.ac.id

Internet Source

1 %

10

MARINAWATI AMOI, RAMADHANIA RAMADHANIA, LENNY HASAN. "EFFECT OF EDUCATION AND CAREER DEVELOPMENT WORK PERFORMANCE OF EMPLOYEES PT. TRAIN INDONESIA (Persero) DIVISION II REGIONAL WEST SUMATRA", JOURNAL OF BUSINESS STUDIES AND MANGEMENT REVIEW, 2019

Publication

1 %

11

www.scilit.net

Internet Source

1 %

12

repository.pnb.ac.id

Internet Source

1 %

13

Submitted to Universitas Islam Negeri Sumatera Utara

Student Paper

1 %

Submitted to University of South Australia

15

I Putu Angga Wahyudi, Toni Herlambang, Ni Nyoman Putu Martini. "Effect of Application of Performance Assessment System Based on E-Performance and Competency on Work Achievement of Structural Employees Through Job Satisfaction as Intervening Variable (Study on Bondowoso Regency Government)", International Journal of Management Science and Information Technology, 2022

Publication

<1 %

16

ejournal.aibpm.org

Internet Source

<1 %

17

holykoranenglish.blogspot.com

Internet Source

<1 %

18

docslib.org

Internet Source

<1 %

19

Suharno Pawirosumarto, Purwanto Katijan Sarjana, Rachmad Gunawan. "The effect of work environment, leadership style, and organizational culture towards job satisfaction and its implication towards employee performance in Parador Hotels and Resorts, Indonesia", International Journal of Law and Management, 2017

<1 %

20	"Complex, Intelligent and Software Intensive Systems", Springer Science and Business Media LLC, 2021	<1 %
----	--	------

Publication

21	ediss.uni-goettingen.de	<1 %
----	--	------

Internet Source

22	internationaljournalofspecialeducation.com	<1 %
----	--	------

Internet Source

23	repo.uinsatu.ac.id	<1 %
----	--	------

Internet Source

24	Dewi Wahyuni, Charles Bohlen Purba. "The Influence of Organizational Culture, Leadership Style, and Work Discipline on Employee Performance", European Journal of Business and Management Research, 2021	<1 %
----	--	------

Publication

25	bircu-journal.com	<1 %
----	--	------

Internet Source

26	ir.jkuat.ac.ke	<1 %
----	--	------

Internet Source

27	repository.upi.edu	<1 %
----	--	------

Internet Source

28	Ida Royani, Mudhofir Mudhofir, Fauzi Muharom, Imdad Rabbani. "The Effect of Training and Work Motivation on Lecturer	<1 %
----	--	------

Performance Study at Zainul Hasan Genggong University", Tadbir : Jurnal Studi Manajemen Pendidikan, 2022

Publication

29	ijmmu.com Internet Source	<1 %
30	journals.researchsynergypress.com Internet Source	<1 %
31	jurnal.iicet.org Internet Source	<1 %
32	www.atlantis-press.com Internet Source	<1 %
33	www.ieomsociety.org Internet Source	<1 %
34	etd.aau.edu.et Internet Source	<1 %
35	faculteitmilitairewetenschappen.nl Internet Source	<1 %
36	www.eurojournals.com Internet Source	<1 %
37	Erick Yusuf, Endin Mujahidin. "Sharia Entrepreneur Internship Method In Building Marhamism Character In Islamic Boarding Schools", Nazhruna: Jurnal Pendidikan Islam, 2022 Publication	<1 %

38

Faviola Lady Anela, Andrian Budi Prasetyo. "THE EFFECT OF OWNERSHIP STRUCTURE ON INVESTMENT EFFICIENCY (CASE STUDY IN NON FINANCIAL FIRMS LISTED ON INDONESIA STOCK EXCHANGE IN 2015-2017)", ACCRUALS (Accounting Research Journal of Sutaatmadja), 2020

Publication

<1 %

39

Khusniah Khusniah, Didik Subiyanto, Epsilandri Septyarini. "Analysis of the Effect of Employee Engagement, Perceived Organizational Support, and Motivation on Employee Performance Study at PT. Dino Jaya Karya", Reslaj : Religion Education Social Laa Roiba Journal, 2022

Publication

<1 %

Exclude quotes

Off

Exclude matches

Off

Exclude bibliography

On