

***The Influence of Reward, Punishment, Work Stress on Work Productivity of
PTPN Factory Employees XII Kendenglembu, Glenmore District Banyuwangi
Regency***

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ABSTRACT

This research is motivated by a lack of understanding among employees about how the influence of reward, punishment and work stress has an impact on employee work productivity. This research aims to test and analyze the influence of Reward, Punishment and Work Stress simultaneously and partially on the Work Productivity of Factory Employees at PTPN XII Kebun Kendenglembu. The sample in this study was taken from the entire population, namely 29 factory employees at PTPN XII Kendenglembu. This research uses an analytical tool in the form of multiple linear regression analysis with the help of SPSS 26 for Windows. The results of this research concluded that the variables reward (X1), punishment (X2) and work stress (X3) simultaneously had a significant effect on employee work productivity (Y). The reward variables (X1) and work stress (X3) partially have a significant effect on employee work productivity (Y), while the punishment variable (X2) partially has an insignificant effect on employee work productivity (Y). In this research it is known that the work stress variable (X3) is the most dominant variable in employee work productivity (Y).

Keywords : *Reward, Punishment, Work Stress, and Work Productivity*