

## ABSTRAK

**Nabilla Moh. Icshan, 2021.** Pengaruh Sistem *Reward* dan Motivasi Terhadap Kinerja Pegawai Pada Dinas Perindustrian dan Perdagangan Kota Ternate. Pembimbing I : Nurlaila dan Pembimbing II : Moh. Amin Rosidi.

Penelitian ini bertujuan untuk menguji pengaruh: (1) Pengaruh pemberian *reward* terhadap pegawai karyawan; (2) pengaruh pemberian *reward* terhadap motivasi kerja pegawai; (3) pengaruh motivasi terhadap kinerja pegawai; (4) pengaruh motivasi kerja terhadap kinerja Pegawai Pada Dinas Perindustrian dan Perdagangan Kota Ternate; (5) pengaruh pemberian *reward* terhadap kinerja pegawai dengan motivasi.

Penelitian ini termasuk penelitian dengan pendekatan kuantitatif. Populasi dari penelitian ini adalah karyawan pada Dinas Perindustrian dan Perdagangan Kota Ternate. Data dikumpulkan dengan menggunakan kuesioner *online* yaitu *google form*. Teknik analisis data menggunakan bantuan *Software SPSS v21*.

Hasil penelitian menunjukkan bahwa: (1) *reward* berpengaruh positif dan signifikan secara langsung terhadap kinerja pegawai (2) motivasi tidak signifikan negatif berpengaruh terhadap kinerja pegawai.

***Kata Kunci: Pemberian Reward, Motivasi Kerja, dan Kinerja Karyawan***

## **ABSTRACT**

**Nabila Moh. Icshan**, 2021. *The Effect of Reward and Motivation System on Employee Performance at the Department of Industry and Trade of Ternate City. Supervisor I : Nurlaila and Supervisor II : Moh. Amin Rosidi.*

*This study aims to examine the effect of: (1) The effect of giving rewards to employees; (2) the effect of giving rewards on employee work motivation; (3) the effect of motivation on employee performance; (4) the effect of work motivation on employee performance at the Department of Industry and Trade of Ternate City; (5) the effect of giving rewards on employee performance with motivation.*

*This research includes research with a quantitative approach. The population of this study were employees at the Department of Industry and Trade of Ternate City. Data were collected using an online questionnaire, namely google form. The data analysis technique used the help of SPSS v21 software.*

*The results showed that: (1) reward has a positive and significant direct effect on employee performance (2) motivation has no significant negative effect on employee performance.*

**Keywords: Rewards, Work Motivation, and Employee Performan**