

## ABSTRAK

Riset yang dilakukan ini menjelaskan tentang sejauh mana Pengaruh *Punishment* dan *Team Work* terhadap Kinerja Pegawai PT.Bersama Mencapai Puncak di Cabang Surabaya. Populasi ini diambil dari 6 cabang outlet di Surabaya dan sampelnya berjumlah 59 orang. Maka peneliti ini menggunakan data kuesioner. (1) *Punishment* menunjukkan bahwa berpengaruh signifikan terhadap variabel kinerja pegawai PT.Bersama Mencapai Puncak di Cabang Surabaya dengan nilai  $t_{hitung}$  2.976 dan tingkat signifikansinya 0,004 (2) *Team Work* menunjukkan bahwa berpengaruh signifikan terhadap variabel kinerja pegawai PT.Bersama Mencapai Puncak di Cabang Surabaya dengan nilai  $t_{hitung}$  2.676 dan tingkat signifikansinya 0,010. (3) *Punishment* dan *Team Work* secara bersamaan berpengaruh signifikan terhadap Kinerja Pegawai PT.Bersama Mencapai Puncak di Cabang Surabaya (Y) uji F sebesar 0.000.

**Kata kunci:** *Punishment*, *Team Work* dan Kinerja Pegawai.

## **ABSTRACT**

*This research explains the extent to which the influence of punishment and team work on the performance of PT.Bersama Mencapai Puncak in Branch Surabaya. This population is taken from 6 branch outlets in Surabaya and the sample is 59 people. So this researcher uses questionnaire data. (1) Punishment shows that it has a significant effect on the employee performance variable of PT.Bersama Mencapai Puncak in Branch Surabaya with a t-count value of 2,976 and a significance level of 0.004 (2) Team Work shows that it has a significant effect on the employee performance variable of PT.Bersama Mencapai Puncak in Branch Surabaya. Surabaya with a t-count value of 2.676 and a significance level of 0.010. (3) Punishment and Team Work simultaneously have a significant effect on the Performance of PT.Bersama Mencapai Puncak in Branch Surabaya (Y) F test of 0.000.*

*Keywords: Punishment, Team Work and Employee Performance.*