

**THE INFLUENCE OF JOB DEMAND, PROACTIVE BEHAVIOR AND
REWARD TOWARD EMPLOYEE PERFORMANCE OF REGIONAL
PUBLIC WATER COMPANY (PDAM) LAMONGAN**

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ABSTRACT

This study aims to determine the effect of job demand, proactive behavior and rewards toward the employee performance at Regional Public Water Company (PDAM) Lamongan. Meanwhile, the sampling technique uses saturated sampling. As for samples taken amounted to 158 respondents.

Furthermore, based on the research results, it is known that job demand, proactive behavior and rewards partially have a positive effect on employee performance. This can be seen in the results of the t-test where the job demand variable obtains t-count (6.969) > t-table (1.975), the proactive behavior variable obtains t-count (8.059) > t-table (1.975) and the reward variable obtains t count (3.111) > t table (1.975). The simultaneous results show that job demand, proactive behavior and rewards have a positive effect on employee performance. This can be seen in the results of the F test where F count (111.118) > F table (2.66). The more dominant variable in this study is job demand which has a standardized coefficient (Beta) of 0.345.

Keywords : Job demand, Proactive behavior, Reward, employee performance.

**PENGARUH *JOB DEMAND*, PERILAKU PROAKTIF DAN
REWARD TERHADAP KINERJA KARYAWAN PADA
PERUSAHAAN UMUM DAERAH AIR MINUM (PDAM)
LAMONGAN**

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RINGKASAN

Penelitian ini bertujuan untuk mengetahui pengaruh *job demand*, perilaku proaktif dan *reward* terhadap kinerja karyawan pada Perusahaan Daerah Air Minum (PDAM) Lamongan. Teknik pengambilan sampel menggunakan sampling jenuh. Adapun sampel yang diambil berjumlah 158 responden.

Hasil penelitian diketahui bahwa *job demand*, perilaku proaktif dan *reward* secara parsial berpengaruh positif terhadap kinerja karyawan. Hal ini dapat dilihat pada hasil uji t dimana variabel *job demand* memperoleh t hitung (6,969) > t tabel (1,975), variabel perilaku proaktif memperoleh t hitung (8,059) > t tabel (1,975) dan variabel *reward* memperoleh t hitung (3,111) > t tabel (1,975). Dari hasil simultan menunjukkan bahwa *job demand*, perilaku proaktif dan *reward* berpengaruh positif terhadap kinerja karyawan. Hal ini dapat dilihat pada hasil uji F dimana diperoleh F hitung (111,118) > F tabel (2,66). Adapun variabel yang lebih dominan pada penelitian ini adalah *job demand* mempunyai *standardized coefficient* (Beta) 0,345.

Kata kunci : *Job demand*, Perilaku proaktif, *Reward*, Kinerja karyawan.