Abstrak

Adhyaksa, Mohammad Rizki. 2022. Skripsi. **Analisis Kebijakan Standar Operasional Prosedur (*Passion dan Reward*) Terhadap Kinerja Pegawai di Kejaksaan Negeri Kota Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan di Instansi Kejaksaan Negeri Kota Probolinggo dengan tujuan untuk mengetahui hal yang terkait dengan Passion dan Reward, terhadap kinerja pegawai di Kantor kejaksaan Negeri Kota Probolinggo.

Jenis penelitian yang dilakukan adalah metode kuantitatif dengan pendekatan asosiatif. Populasi yang digunakan adalah seluruh Pegawai yang berjumlah 44 orang. Pengambilan sampel yang dilakukan dengan menggunakan teknik sampel jenuh.

Hasil penelitian menunjukkan bahwa variabel *passion* (X_1) dan *reward* (X_2) secara simultan (bersama-sama) berpengaruh signifikan terhadap variabel kinerja (Y) dimana diperoleh nilai $F_{hitung} = 16.942$. Sedangkan dari uji parsial dibuktikan bahwa variabel *Passion* (X_1) berpengaruh signifikan terhadap variabel kinerja (Y) dengan nilai $t_{hitung} = 2.859$. Sedangkan variabel *reward* (X_2) secara parsial, berpengaruh signifikan terhadap variabel kinerja (Y) dengan nilai $t_{hitung} = 3.103$. Variabel (X_2) *Reward* yang mempunyai pengaruh dominan terhadap (Y) kinerja pegawai di Kantor Kejaksaan Negeri Kota Probolinggo dengan nilai koefisien beta $= 0.407$.

kata kunci : *Passion, Reward*, Kinerja Pegawai

Abstrack

Adhyaksa, Mohammad Rizki. 2022. *Thesis.* **This research was conducted at the Probolinggo City State Prosecutor's Office with the aim of knowing things related to Passion and Reward, on the performance of employees at the Probolinggo City State Prosecutor's Office.** *Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo*

This research was conducted at the Probolinggo City State Prosecutor's Office with the aim of knowing things related to Passion and Reward, on the performance of employees at the Probolinggo City State Prosecutor's Office.

This type of research is a quantitative method with an associative approach. The population used is all Probolinggo City amounting to 44 people. Sampling was carried out using the saturated sampling technique.

The result of research is that the passion (X1) and reward (X2) variables simultaneously (together) have a significant effect on the performance variable (Y) where the Fcount = 16,942 is obtained. Meanwhile, from the partial test, it is proven that the Passion variable (X1) has a significant effect on the performance variable (Y) with tcount = 2.859. While the reward variable (X2) partially has a significant effect on the performance variable (Y) with tcount = 3.103. Variable (X2) Reward which has a dominant influence on (Y) employee performance at the Probolinggo City Prosecutor's Office with a beta coefficient = 0.40.

Keywords : *Passion, Reward, Employess Performance*