



## Reward and Punishment Policy in Improving Student Honesty and Discipline

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### ABSTRACT

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Teachers in schools today face various challenges in shaping students' personalities due to environmental influences, technological advances, and easily accessible media. One approach used to improve students' character is character education. This study aims to analyze the formation of student discipline through punishment and rewards. Data collection techniques include observation, documentation, and interviews with teachers at Insan Terpadu Middle School, while data analysis techniques use triangulation. The study results show that teachers know the importance of character education and apply it in learning. Teachers give awards to students who excel and educational punishments to students who break the rules, not in the form of physical violence. Students respond positively to the implementation of rewards and punishments, which are well received. The impact of implementing this system on student discipline and honesty is significant. Namely, students becoming more disciplined and responsible. In conclusion, implementing appropriate rewards and punishments can improve student discipline and honesty if done correctly and consistently.

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## INTRODUCTION

Character formation has a clear purpose in student character formation and requires the correct transfer method so that it does not stop at the cognitive realm. The realm of knowledge that only emphasizes knowledge will not work if it is not by the personality and manners of the implementers of the knowledge. Most educators still assume that if the cognitive aspect develops well, the emotional aspect will also develop positively (Hill et al., 2021; Estrada et al., 2021). Indeed, character education must consider all cognitive, affective, and psychomotor aspects. Education aims to form a conscious and planned effort to create a young generation that has intellectual intelligence, spirituality, personality control, skills possessed by students, and good attitudes and develop the potential abilities contained in students so that they become the successors of the nation's generation who can hold the future with the knowledge possessed

by students (Munif, 2021). It is necessary to implement discipline through individual and collective approaches (Utami, 2019).

Character education aims to shape a person's personality through morals, which can be seen in a person's real actions, namely good behavior, honesty, responsibility, respect for the rights of others, and so on (Komariah et al., 2023). This character education not only examines patterns of right or wrong, good or bad but also aims to emphasize good habits in students (Lickona, 1991), as stated by Michael Josephson, the founder of the Institute of Ethics, which is famous for its Character Counts! The program explains that character education must consistently teach about the six pillars of character: honesty, respect, responsibility, justice, kindness, and courage. These views indicate that character education involves developing positive values, skills, and attitudes in individuals and helping them internalize and apply these values in everyday life.

The implementation of student discipline by a teacher can be carried out effectively in the context of the learning process. This is by the mandate of Article 1 of Law No. 14 of 2005, which states that one of the other important tasks of a teacher is to guide students in developing disciplined behavior (Bila & Dessty, 2023). Discipline must be accompanied by love because, without it, a disciplined attitude can give rise to feelings and attitudes of indifference. On the other hand, discipline without mercy is a cruel act. Teachers will ensure correct understanding and behavior, especially when applying discipline to elementary school students.

The formation of discipline in students so that in the future, all students can organize all activities so that they do not regret it later because there is hope that future generations will receive quality education and be able to adapt to life in society, the state, so education plays an important role in improving human resources. Tu'u explained that the key elements of discipline are obedience, active participation, and obedience to school regulations when entering an educational institution. In addition, it is essential to demonstrate discipline when fulfilling tasks. Third, there needs to be active, consistent, and organized participation in the educational process at school, in line with existing regulations, to successfully achieve the desired learning goals. Finally, it is essential to be fully aware of school regulations. From this, students need to comply with the regulations in educational institutions to facilitate a conducive learning environment (Bila & Dessty, 2023).

One effective method for fostering student discipline is to provide Rewards and Punishments. Teachers give rewards in the form of pleasant feelings based on promising results that have been achieved in the educational process to motivate students so that they can do commendable deeds and try to

improve them. It can also be a driver or motivation for students to learn better. Concrete examples of rewards include educational praise, giving gifts, praying, and patting the shoulder. A teacher should respond to what students do by giving educational praise, giving gifts, praying, and patting the shoulder if students have done something good or have succeeded in reaching a particular stage of development or achieving a target . The Punishment we are discussing in this section is not punishment in the context of the state but, of course, punishment in the context of education, especially in class management activities. From the description above, in the context of class management, punishment can be defined as a teacher's conscious and deliberate effort to give something unpleasant to students who violate class rules so that they do not repeat it (Novan, 2013).

In order for this research to be directed, the researcher focused the research on giving Rewards and Punishments to students so that the formulation of the problem in this study is how the application of Rewards and Punishments in improving student honesty and discipline and what is the impact of the application of Rewards and Punishments in improving student honesty and discipline.

This research can provide benefits by fostering or motivating teachers or educators to provide examples of disciplined and honest behavior in everyday life because these two traits influence students. The success achieved by students is determined by how educators apply it and form student character; of course, it cannot be done instantly; they must be guided, fostered, and given examples according to norms and religion.

## **RESEARCH METHOD**

The method used in this study is a qualitative approach with a case study research type. This research was conducted at SMP Insan Terpadu Sumberanyar Paiton Probolinggo. Data collection techniques consist of observation, interviews, and documentation. Observations were conducted to observe the interaction between teachers and students during the learning process, interviews were conducted with teachers to dig deeper into information about the implementation of character education through rewards and punishments, and documentation was used to obtain data from school archives related to policies and activities that support character formation.

The data analysis technique used is interaction analysis, which consists of four stages: data collection, data reduction, data presentation, and drawing conclusions and verification (Miles et al., 2020). Qualitative data in the form of interview results, observations, and document analysis were collected at the data

collection stage to obtain relevant information. The data reduction stage aims to reduce data complexity by organizing, filtering, and organizing data into more grouped units. At the data presentation stage, the reduced data is presented in a way that is easy to understand and relevant through narratives and direct quotes from participants. This data presentation must be by the research questions and help in understanding the findings. The final stage is to draw conclusions from the data that has been analyzed and verify the findings.

## **RESULT AND DISCUSSION**

### **Result**

Character education is an educational process that aims to form moral values, ethics, and good attitudes in individuals. The main goal is to develop strong and responsible characters in individuals to act as good members of society and contribute positively to community life. Character education not only focuses on transferring academic knowledge but also on the formation of values such as honesty, integrity, respect, responsibility, cooperation, justice, and concern for others.

The results of the study showed that the implementation of Reward and Punishment in improving the honesty and discipline of students at SMP Insan Terpadu Sumberanyar Paiton Probolinggo greatly influenced student character formation both at school and outside of school. Students are expected to become more disciplined, responsible, and honest in everything they do.

After the reward and punishment method was implemented in learning, students were seen to obey the rules in the classroom. This has an impact on students' learning motivation. Research conducted by Purwaningsih and Herwin found that students accustomed to discipline have good self-regulation. Hence, students become independent and are motivated to learn (Purwaningsih & Herwin, 2020). Students become enthusiastic about asking and answering questions from teachers, obediently paying attention to teacher explanations, and competing to complete assignments on time.

The application of rewards and punishments has an impact on improving the character of discipline and honesty of students. The character of discipline and honesty is greatly influenced by achievement motivation. Rewards are achievements for students so that they are willing and motivated to be disciplined and honest to get them. Students with disciplined and honest character have the self-awareness to obey the rules. Student learning discipline is key to creating a conducive and optimal learning atmosphere.

The application of rewards and punishments in the classroom is often used by teachers at SMP Insan Terpadu Sumberanyar Paiton Probolinggo to manage student behavior and create an effective learning environment. Based on

the interview results from this study, several views of teachers and students were found regarding the implementation of rewards and punishments, which include several factors such as teaching experience, school culture, and student characteristics:

### **Increasing Motivation**

Teachers often view rewards as an effective tool for increasing student motivation. Rewards can be in the form of praise or other rewards that help students feel appreciated and motivated to perform better. Many students feel motivated to perform better when they know a reward is waiting for them. Rewards can be in the form of praise, certificates, or small gifts, which can increase enthusiasm for learning. Teachers also believe that appropriate and fair punishment can help correct undesirable student behavior, with the ultimate goal of helping students understand the consequences of their actions and encouraging positive behavior.

### **Better Classroom Management**

Teachers report that implementing rewards and punishments helps maintain order and discipline in the classroom. This helps create a more conducive learning environment for all students. Students perceive rewards cards as they see their efforts and achievements recognized. This gives them a sense that their hard work is not in vain. Students are also more likely to repeat good behavior that has been previously rewarded. Punishment effectively reduces negative behavior in the short term, but it needs to be balanced with a positive approach for long-term results.

Based on the above data, giving students rewards and punishments is very important. When students achieve, the rewards given will motivate them and other students. However, when a student makes a mistake, the teacher will punish the student. This is done so they do not repeat their actions, and other students will not imitate them. The application of rewards and punishments aims to motivate students to become disciplined and honest individuals who behave according to the norms at and outside school.

Meanwhile, the impact of applying rewards and punishments at SMP Insan Terpadu Sumberanyar Paiton Probolinggo is to provide an understanding that every behavior must have a return. The impact of the application of rewards and punishments in strengthening the disciplined character of students at SMP Insan Terpadu Sumberanyar Paiton Probolinggo is for themselves, meaning to train students' discipline and honesty and to accustom students to always obey the rules and train students in terms of time management.

Students' views on providing rewards and punishments in class vary depending on how the system is implemented and how individual students respond. For optimal results, teachers need to consider the balance between rewards and punishments and ensure that both are used fairly and consistently and support positive student development. Based on the study results above, it can be revealed that the impact of the implementation can improve student discipline towards school rules and the learning process in thematic learning.

Students' time discipline also increased because they were afraid of being punished by the teacher and were embarrassed if they were punished. In addition, the activity of the discipline indicator also increased, such as no one being late anymore, reducing rudeness, paying attention to the teacher while studying, and completing assignments well. Based on the results of interviews submitted by the related respondents, it can be concluded that the forms of punishment that are often given or carried out at SMP Insan Terpadu Sumberanyar Paiton Probolinggo include Not Maintaining Discipline include violations such as being late to school, not following the rules of order that the teacher has set in class or outside the class and for the provision of punishments vary according to the level of violation, namely reciting the Koran and standing.

While some rewards are given by teachers to students, Rewards starting with simple ones such as clapping, praising students, patting shoulders, and so on will be able to make students more enthusiastic about learning. Sometimes, some teachers reward students as gifts to appreciate learning achievements so that students feel more appreciated and proud. Some teachers give rewards in the learning process as a form of appreciation so that they feel more appreciated for their hard work. Giving rewards to students' learning becomes enthusiastic and motivated.

The punishments given by teachers at SMP Insan Terpadu Sumberanyar Paiton Probolinggo are educational and positive, including coaching, advice, and giving gifts or rewards to students who behave well. Thus, enforcing rules in this school aims to form good student character and behavior, not just punishing. Based on the interviews submitted by respondents, it can be concluded that, in general, students at SMP Insan Terpadu Sumberanyar Paiton Probolinggo respond well to the rewards and punishments given. However, several notes were cited: Most students did well with the punishments given by teachers. They realize that punishment is given as a consequence of their violations, which helps them understand the importance of obeying school rules.

Based on the interviews submitted by respondents, there are positive and negative impacts of giving rewards and punishments to students. Positive impacts include Improving Student Discipline and Honesty; giving punishments can improve student discipline and honesty towards school rules. They become

more aware of the importance of following the rules and become more responsible for their behavior. Understanding the Rules, Students become more aware of school rules and are responsible for complying with existing rules. Diligent and Responsible: There is an increase in student activities in school activities, and they are responsible for the tasks given. The Negative Impacts include not being Suitable for All Students; for example, Some students may not respond well to punishment because they are annoyed with the teacher, and so on, so they will oppose the Punishment given by the teacher, mainly if the delivery of the punishment is not carried out properly by the teacher.

Thus, while the provision of punishment can positively impact improving discipline and honesty in student learning, it is also necessary to consider the individual needs of students and the effective way of delivering punishment to avoid possible negative impacts. Punishment is intended to change or correct mistakes so that students have a sense of responsibility and discipline and do not repeat mistakes.

The description above regarding the impact of Reward and Punishment in improving student discipline and honesty has a considerable effect; namely, students will be more disciplined and responsible for what they do. With cooperation between schools, teachers, and students, the learning objectives will be easy for us to achieve according to what we expect because those three components must be present in learning. Moreover, provides a deterrent effect to other students, so that students who do not violate will be afraid to violate the rules set by the school. When students are given direction, advice, or motivation, the students follow obediently. So, the impact of student discipline and honesty greatly influences changes in student behavior.

## **Discussion**

Implementing the reward and punishment system at SMP Insan Terpadu Sumberanyar Paiton Probolinggo has been proven to positively impact improving student discipline and honesty. The research results show that awards or rewards can motivate students to be more disciplined in following class rules and encourage them to be responsible for completing the tasks given. Rewards such as praise, certificates, or small gifts provide appreciation for students' efforts and achievements, which makes them feel appreciated and more motivated to perform better. This award serves as a recognition of student's hard work and increases their enthusiasm to strive for better learning (Mustafa et al., 2021; Hellin et al., 2023).

On the other hand, the implementation of educational punishment has a significant impact on improving the behavior of students who violate the rules. The punishment given is not physical but in the form of educational actions, such

as advice, coaching, or light punishments for the violations committed. This helps students better understand the consequences of their actions and encourages them not to repeat the same mistakes. Thus, punishment functions as a tool to correct negative behavior and teach students the importance of discipline and honesty in everyday life.

The study's results also showed that rewards and punishments contributed to creating a conducive classroom environment. Teachers reported that with the implementation of this system, order and discipline in the classroom were increasingly maintained. This is important in creating an optimal learning atmosphere where students can focus and work together to achieve learning goals. A conducive environment greatly influences students' academic achievement. A conducive classroom climate can improve students' academic achievement (Chan-Anteza, 2020; Ihekoronye, 2020; Dutta et al., 2022)

With rewards and punishments applied fairly, students feel motivated to improve their performance and discipline. Although the implementation of rewards and punishments has a positive impact on discipline and honesty, several important notes need to be considered. One of them is the need for balance between the two approaches. Some students may not respond well to the punishment given, especially if the punishment is not delivered in the right way. Therefore, teachers must ensure that punishment is delivered fairly and consistently and does not cause negative feelings in students. This will ensure that punishment continues to have a positively impact without causing frustration or rejection from students.

Implementing the reward and punishment system at SMP Insan Terpadu Sumberanyar Paiton Probolinggo has proven effective in improving students' discipline, honesty, and learning motivation. Rewards motivate achievement, while punishments help correct behavior that does not follow the rules. Properly implementing these two systems can create a conducive environment for students to develop in terms of academics and character. For optimal results, teachers need to implement this system fairly and consistently fairly and consistently and pay attention to student's needs in each reward and punishment.

## CONCLUSION

The conclusion of this study shows that the implementation of the reward and punishment system at SMP Insan Terpadu Sumberanyar Paiton Probolinggo has a significant impact on improving students' discipline, honesty, and learning motivation. Rewards given to students for their achievements increase enthusiasm and responsibility, while educational punishments help correct negative behavior and teach the importance of obeying the rules. Overall, the

implementation of these two systems has succeeded in creating a conducive classroom environment, supporting the development of students' character, and improving their academic achievement. For optimal results, fair, consistent implementation is required, and consideration of individual student needs in every reward and punishment given.

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