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Didaktika: Jurnal Kependidikan Vol.13 No. 001 Spesial Issue Desember 2024

The Implementation of Rewards and Punishments in Fostering Student Discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo

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Abstract

This study aims to explore how rewards and punishments are applied to foster student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo. This is a qualitative descriptive study. The subjects of the research are students and dormitory supervisors at Pondok Pesantren Modern Islam Assalaam Sukoharjo. The study was conducted from July to September, with research informants including the head of student affairs, dormitory supervisors, administrators, and students. Data were collected through observation, structured interviews, documentation, and relevant literature. Data analysis was divided into several stages: data collection, data reduction, data display, and conclusion drawing. The findings show that the implementation of rewards and punishments effectively fosters student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo. Rewards include praise, recognition, certificates, and gifts, while punishments include verbal warnings, social punishment, material punishment, physical punishment, and administrative actions. This system has proven to enhance student motivation, discipline, and achievements, creating a conducive environment for spiritual, intellectual, and moral development.

Keywords: Rewards, Punishments, Student Discipline Development

Introduction

Education in pesantren plays a crucial role in shaping students' character and morals, with discipline being one of its main aspects. Discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo is implemented through a comprehensive system of rewards and punishments. Rewards can be both material and non-material, serving as positive reinforcement that motivates students to improve themselves (Firdaus, 2020; Zulfah, 2021). Raihan (2019: 12) adds that rewards reinforce desired behaviors, with recognition strengthening positive habits. On the other hand, punishment is applied as a consequence of rule violations, aiming to correct behavior and support students' character development. According to Al-Ghazali in Fauzi (2016: 34), punishment is a conscious act imposed on an individual to make them aware of their mistakes and encourage self-improvement. Punishments vary from reprimands and social penalties to material, physical, and administrative measures, such as parental notifications (Marlina, 2014; Maarif & Kartiko, 2018). Rosyid et al. (2019: 48) suggest that punishment should be followed by reinforcement to strengthen the expected behavior.

Students who struggle with discipline are often found in various educational institutions, including pesantren. The busy schedule in pesantren demands that students remain disciplined, but an imbalance between rewards and punishments can be a challenge. Dominant punishments over rewards can reduce the effectiveness of discipline training, although rewards are essential to motivate students to adhere to the rules (Ulfah et al., 2018). Therefore, a balance between

rewards and punishments is key in the discipline process, where appropriate rewards can enhance discipline, while wise punishments help prevent repeated mistakes.

Pondok Pesantren Modern Islam Assalaam Sukoharjo was chosen as the research site due to its consistently applied discipline system. This pesantren is known for its structured educational program, which places discipline as a crucial element for its success. Through effective implementation, students are expected to follow the rules and develop positive habits. The use of rewards and punishments at this pesantren ensures that each student understands the consequences of their behavior and is motivated to continually improve.

The implementation of rewards and punishments in fostering student discipline is not a new concept. This system has been employed in various educational institutions to encourage positive behavior and reduce negative behavior. Rewards serve as motivation and recognition for good behavior, which in turn inspires students to excel and maintain good conduct. Meanwhile, punishments aim to prevent and correct undesirable behavior, teaching students about the consequences of their negative actions.

In a pesantren environment, rewards and punishments have distinct characteristics. As a faith-based educational institution, pesantren not only teaches knowledge but also instills high moral and spiritual values. Thus, the reward and punishment system must align with the religious and moral values upheld by the pesantren. Discipline, as part of moral education, plays an essential role in guiding, training, and educating students according to desired expectations (Sa'diyah, 2023). Discipline serves as a persuasive educational tool that influences, encourages, controls, transforms, and ingrains student behavior based on their values. Through discipline, students are expected to develop an orderly way of life grounded in religious values, cultural principles, and meaningful life paradigms (Afiati, 2018).

Previous studies, such as "Reward and Punishment in Enhancing Student Discipline" (Sa'diyah, 2023), "Implementing Rewards and Punishments to Improve Student Discipline" (Martaki et al., 2023), and "Application of Rewards and Punishments as a Form of Discipline at Pondok Pesantren Modern Al Hasyimiyah Tebing Tinggi" (Prayogi et al., 2023), have primarily focused on general efforts to enhance student discipline. However, these studies have not specifically examined the implementation of rewards and punishments in the context of fostering student discipline in depth. Therefore, this research aims to fill that gap with a more specific focus on the use of rewards and punishments as tools in fostering student discipline, including methods, effectiveness, and long-term impacts.

Considering the above phenomenon, this research is crucial. It aims to describe the implementation of rewards and punishments in fostering student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo, evaluate their effectiveness in promoting positive behavior and reducing negative behavior, and assess their impact on character development. Additionally, this research aims to provide recommendations for more effective and balanced pesantren education policies to create a conducive environment for students' character and moral development.

Method

This research utilizes a qualitative approach with a descriptive type of method. Qualitative research aims to understand phenomena experienced by research subjects holistically and provides descriptions in the form of words and language within a natural context, using various scientific methods (Lexy J. Moleong, 2013:6). The subjects of this research are the students and dormitory supervisors. Through this approach, the researcher strives to describe the current conditions based on the data collected. Therefore, this study seeks to explain how the

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implementation of rewards and punishments fosters student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo.

The research was conducted at Pondok Pesantren Modern Islam Assalaam Sukoharjo from July to September, involving informants such as the head of student affairs, dormitory supervisors, administrators, and students, who provided relevant information and insights on the application of rewards and punishments.

Data in this study were obtained through observations, structured interviews, documentation, and relevant literature. Data analysis used the Miles and Huberman interactive analysis model, which consists of data collection, data reduction, data display, and conclusion drawing. This interactive analysis technique begins with data collection and continues throughout the process until all data are collected (Miles et al., 1992).

Results

The Implementation of Rewards and Punishments in Fostering Student Discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo

Based on the findings from Pondok Pesantren Modern Islam Assalaam Sukoharjo, the implementation of rewards and punishments in fostering student discipline has proven effective in character development and has a significant impact on students' moral and academic growth. Student discipline is influenced by the active role of caretakers and supervisors, the policies of the pesantren, as well as the strong environment and culture of the pesantren. Additionally, students' motivation and self-awareness play important roles. To achieve a high level of discipline, rewards, and punishments must be applied consistently.

According to an interview with Ustadzah Yanik Khizanatul Khoiriyah, S.Ag., the Head of Female Student Affairs, students at Pondok Pesantren Modern Islam Assalaam Sukoharjo are not only taught religious and general knowledge but are also trained to be disciplined in their worship, studies, and daily lives. Discipline monitoring is conducted by dormitory supervisors responsible for overseeing students, with the assistance of administrators who manage students from grade VII to grade X. For students in grades XI and XII, supervision is carried out directly by the Ustadzah. The students' daily activities run from the Fajr prayer at 5:00 AM until evening study sessions from 8:30 PM to 10:00 PM, requiring a high level of discipline and adherence to regulations.

Table 1. Daily Activity Schedule of Students

Time	Activity
04:00-05:00 WIB	Wake up, perform Tahajjud prayer, Fajr prayer in congregation, recitation of the Qur'an.
05:00-06:30 WIB	Morning exercise, review lessons, shower, breakfast, preparation for class
06:30-07:00 WIB	Arabic vocabulary enrichment (Tazwidul Mufrodat), English vocabulary encouragement
07:00-12:40 WIB	Classroom learning activities
12:40-13:00 WIB	Dhuhr prayer in congregation at the mosque
13:00-15:00 WIB	Lunch and rest
15:00-15:30 WIB	Asr prayer in congregation at the mosque
15:30-17:00 WIB	Extracurricular activities and study sessions
17:00-17:30 WIB	Shower and preparation for Maghrib prayer
17:30-19:30 WIB	Maghrib prayer in congregation, religious study/halaqah/Qur'an

	recitation/Qur'an reading coaching, followed by Isha prayer in congregation at the mosque
19:30-20:30 WIB	Dinner
20:30-22:00 WIB	Evening study session in class
22:00-04:00 WIB	Sleep/rest in dorm rooms

The daily activities of the students at the Islamic boarding school are demanding, requiring a high level of discipline to ensure the smooth running of all tasks. Tardiness, such as being late for the early morning prayers, can lead to other violations, making discipline a crucial part of the students' lives. Consistency in the implementation of rewards and punishments plays a vital role in shaping students to be rule-abiding and self-aware individuals.

Rewards and punishments at the Modern Islamic Boarding School Assalaam Sukoharjo are regulated by the Basic Student Rules (TIBSAR), which cover guidelines on worship, morals, education, extracurricular activities, cleanliness, and daily life. These rules are compiled in a rulebook that all students must follow, enforced by the dormitory supervisors and student leaders. Ustadzah Yanik Khizanatul Khoiriyah, S.Ag., explained in an interview that the rules serve as the main guide for students in their daily activities. "With the reward and punishment system, students are expected to have the self-awareness to follow the rules voluntarily, not out of coercion." Rewards are given to encourage positive behavior, while punishments are more educational, not merely punitive.

Rewards at the Modern Islamic Boarding School Assalaam Sukoharjo play an important role in fostering positive behavior and encouraging students to comply with the rules. In addition to serving as recognition, rewards also function as motivation for students who demonstrate discipline and achievement. As explained in the interview with Ustadzah Yanik Khizanatul Khoiriyah, S.Ag., the purpose of rewards is to show appreciation and boost students' enthusiasm in carrying out their activities at the boarding school more optimally. At the Modern Islamic Boarding School Assalaam Sukoharjo, the reward system is applied variably and consistently, according to students' achievements and level of discipline. The types of rewards implemented cover various aspects of student life, aiming to further strengthen their willingness to follow the rules voluntarily and responsibly.

Table 2. Types of Student Rewards

No.	Type of Reward	Description
1.	Educational Praise	Verbal praise was given to disciplined or high-achieving students, and delivered in front of peers during halaqah and coaching sessions.
2.	Recognition	Recognition by calling outstanding students during assemblies and coaching sessions.
3.	Award	Certificates or plaques awarded to students excelling in various fields.
4.	Gifts	Items and scholarships, such as snacks, supplies, Syariah scholarships, and Umrah trips for Quran memorizers (hafiz).

At Pondok Pesantren Modern Islam Assalaam Sukoharjo, rewards are given in various forms to motivate high-achieving and disciplined students. One form of reward is educational praise, which is verbal recognition given to students who demonstrate good discipline or achievements. This praise is delivered during room halaqah (study circles), dormitory halaqah, and monthly coaching sessions. Ustadzah Yanik Khizanatul Khoiriyah, S.Ag., stated that this

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praise not only provides motivation and recognition for the students' discipline but also serves as a positive example for other students. Additionally, recognition is given to outstanding and disciplined students, who are called to the front during assemblies or coaching sessions to receive appreciation in front of their peers. According to Ustadzah Yanik, this recognition also instills a sense of responsibility in the students to maintain their achievements.

Furthermore, there are awards in the form of certificates given to students excelling in various fields such as academics, catfish (Quran memorization), and non-academic areas. These awards serve as a symbol of recognition for their accomplishments and motivate the students to continue excelling and maintaining discipline. Rewards in the form of gifts are also given to students during various activities, such as room halaqah and dormitory halaqah. These gifts can include snacks or hygiene supplies during room halaqah, and headscarves or bed sheets during dormitory halaqah.

In addition, during the student coaching sessions, students who actively participate in congregational prayers or coaching activities are also given gifts. Besides these rewards, Pondok Pesantren Modern Islam Assalaam Sukoharjo also provides one-year scholarships to 10 outstanding students to further their education at the boarding school. Moreover, there is a special reward of an Umrah pilgrimage for students who successfully become Quran memorizers (hafiz), as the highest form of appreciation for their achievement.

After discussing the implementation of rewards in shaping student discipline, it is also important to address how the application of punishment plays a crucial role in correcting and guiding students who violate the rules. The implementation of punishment at Pondok Pesantren Modern Islam Assalaam Sukoharjo is designed not only to deter misbehavior but also to educate students to understand the consequences of their actions, motivating them to improve themselves and maintain discipline.

Table 3. Types of Student Punishments

No.	Type of Punishment	Form of Punishment
1.	Warning and Advice	Warnings for minor offenses, such as improper hijab or wearing tight clothing.
2.	Social Punishment	Social tasks, such as cleaning the school corridors, student office, sinks, or taking out the trash.
3.	Material Punishment	Financial fines for specific violations, e.g., Rp10,000 for misplacing shoes, Rp5,000 for misplacing sandals, and Rp2,000 for hanging clothes in the wrong place.
4.	Physical Punishment	Standing in the mosque for neglecting religious duties, such as failing to read the Qur'an according to the set schedule.
5.	Administrative Punishment	Notification and calling of parents for serious or repeated violations.

The implementation of punishment in shaping student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo involves various approaches, starting with warnings and advice. These are given to students who commit minor violations, such as wearing an untidy hijab, tight clothing, or using inappropriate language. This method aims to educate students persuasively, helping them understand and correct their mistakes without facing harsh penalties. It is hoped that students will learn from these mistakes and not repeat them in the future.

Social punishment is also applied to students who commit more serious violations, such as not attending congregational prayers at the mosque. This type of punishment involves assigning students to social tasks that benefit the boarding school environment, such as

cleaning corridors, student offices, sinks, or taking out the trash. Through these activities, students are expected to develop a sense of responsibility and care for cleanliness and orderliness in the school.

Additionally, material punishment is applied in the form of financial fines for students who violate certain rules, such as Rp10,000 for misplacing shoes, Rp5,000 for misplacing sandals, and Rp2,000 for hanging clothes in the wrong place. This material punishment aims to teach students to be more careful and responsible in maintaining tidiness and discipline in the dormitory environment.

Although rarely applied, physical punishment, such as standing in the mosque for neglecting religious duties—like failing to read the Qur'an according to the set schedule—is used to improve students' discipline in fulfilling their spiritual obligations. This punishment is designed to help students understand the importance of following rules and fulfilling their religious duties properly.

Finally, administrative punishment is taken when students frequently violate rules or commit major infractions. In such cases, the boarding school involves the student's parents or guardians, to encourage families to actively participate in the disciplinary process, so that students receive support from home in correcting their behavior.

The application of rewards and punishments at Pondok Pesantren Modern Islam Assalaam Sukoharjo has shown significant results in shaping student discipline, proving that this approach is not just a control mechanism but also an integral educational method. Rewards serve to motivate students to achieve and instill positive values, while punishments are applied to educate and guide behavior with proportionate and educational consequences. The combination of these two approaches has proven effective in shaping students to be disciplined, responsible, and of good character, which is expected to prepare them for their future lives.

Based on the findings through interviews and observations in this study, the consistent application of rewards and punishments has been proven effective in the discipline development of students at Pondok Pesantren Modern Islam Assalaam Sukoharjo. This approach is supported by the active role of caregivers and supervisors, as well as the conducive environment and culture of the boarding school, which fosters the spiritual, intellectual, and moral development of students, making it a key pillar in shaping well-rounded and high-quality student character.

The Impact of the Implementation of Rewards and Punishments in the Discipline Development of Students at Pondok Pesantren Modern Islam Assalaam Sukoharjo

As the dormitory supervisor for male students at Pondok Pesantren Modern Islam Assalaam Sukoharjo, Ustadz Nanang Zainuddin, S.Pd.I, explained that the reward and punishment system is a crucial component in disciplining students. Rewards are given to recognize achievements and obedience and to motivate students to continue their good behavior. Conversely, punishments are enforced to uphold discipline and serve as a deterrent for students who break the rules. The combination of rewards and punishments, when applied consistently and fairly, creates a conducive environment for the spiritual, intellectual, and moral development of the students. This system also prepares them to become responsible individuals with noble character in society. The rewards provided are not only material but also non-material, while punishments are designed to help students learn from their mistakes without damaging their self-confidence.

Ustadz Nanang also added that the impact of the reward and punishment system at Pondok Pesantren Modern Islam Assalaam is highly significant. This system not only boosts students' motivation to follow the rules but also provides a deterrent effect for those who violate them. Furthermore, the overall level of discipline among students has increased, as reflected in

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improved manners and positive attitudes in daily life. The reward and punishment system also encourages students to achieve both academic and non-academic success.

Nadya Hauna Nurviana, an 11th-grade student, added: "The implementation of rewards and punishments at the pesantren has greatly helped us learn and behave. I feel more motivated to follow the rules and achieve success because of the recognition. At the same time, punishments make us aware of the importance of discipline. I have become more responsible and enthusiastic about participating in the activities at the pesantren, and my friends are also becoming more disciplined and achieving more."

Based on observations and interviews, it can be concluded that the impact of the reward and punishment system in shaping student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo is highly significant. This system not only strengthens students' motivation to follow the rules and achieve success but also enforces discipline by providing a deterrent to rule-breakers. This is reflected in the overall increase in discipline, improved manners, and positive attitudes among students in their daily lives. Additionally, the implementation of rewards and punishments also helps prepare students to face future challenges more resiliently, both in terms of their education and their social lives.

Discussion

The Application of Reward and Punishment in Disciplining Students at Pondok Pesantren Modern Islam Assalaam Sukoharjo

This discussion examines the implementation of rewards and punishments at Pondok Pesantren Modern Islam Assalaam Sukoharjo, which has proven to have a positive impact on student discipline. This system effectively shapes students' character to be disciplined, responsible, and morally upright. The reward and punishment approach applied at this pesantren not only serves as a means of behavior control but also as an integral educational tool consistent with the pesantren's policies. The supportive environment and culture of the pesantren further strengthen the application of reward and punishment, creating a conducive atmosphere for student discipline development.

The implementation of rewards at the pesantren serves as positive motivation, encouraging students to obey rules and demonstrate disciplined behavior. According to Akyuni (2013), rewards can enhance students' learning motivation and encourage improved achievement. At Pondok Pesantren Modern Islam Assalaam, rewards are given in the form of praise, recognition, certificates, and even physical gifts. These rewards are not just mere acknowledgments but also serve as recognition of the student’s efforts in fulfilling their duties, as explained by Syafaruddin & Nurgayah (2006). Both material and non-material rewards play a vital role in nurturing student discipline. As Darmono (in Amini et al., 2021) explained, discipline is a process of self-control, where rewards act as one of the primary motivators for students to maintain positive behavior in their daily lives at the pesantren. Rewarding students helps in shaping disciplined behavior, increasing their sense of responsibility, and strengthening their commitment to the pesantren's rules. Therefore, rewards not only impact academic aspects but also contribute to the overall character development of the students.

Punishment, on the other hand, is applied at the pesantren to provide an educational deterrent, not to punish physically or mentally, but to correct the behavior of students who have committed violations. According to Hasibuan (2012), punishment serves as a warning to prevent students from repeating their mistakes. At Pondok Pesantren Modern Islam Assalaam, punishments are given based on the severity of the violation, such as verbal warnings, social tasks, financial fines, physical punishment, and administrative punishments involving the

students' parents. This punishment approach aligns with the Islamic educational concept, where punishment aims to educate and correct (Setiawan, 2018). This is consistent with Baroroh's (2018) explanation, which describes punishment as a logical consequence of inappropriate actions. Fajar (in Ernata, 2017) also reminded us that punishment should be carried out educationally so as not to stifle students' creativity but instead to encourage them to take responsibility for their actions.

In practice, the implementation of rewards and punishments at Pondok Pesantren Modern Islam Assalaam complements each other in disciplining students. Rewards encourage positive behavior and foster a sense of pride in achievement, while punishments guide students to correct mistakes and take responsibility for violations. These two approaches are regulated in the Student Basic Rules (TIBSAR), which cover discipline in areas such as worship, ethics, education, and extracurricular activities. Tabroni & Qutbiyah (2022) explained that punishment plays a role in shaping responsibility and discipline, while Anam & Suharningsih (2014) stated that strengthening students' character through rewards and punishments is an effective method of discipline development. This is also supported by Aulina (2013), who emphasized the importance of consistency in discipline building, where students are expected to develop disciplined behavior in their daily lives. Thus, rewards and punishments are not merely control tools but effective mechanisms for developing responsible, disciplined, and morally upright students.

Overall, the implementation of rewards and punishments at Pondok Pesantren Modern Islam Assalaam Sukoharjo has proven effective in shaping student discipline. Rewards play a role in motivating students to follow the rules, while punishments provide an educational deterrent to prevent students from repeating mistakes. Both serve as complementary educational tools that support consistent discipline development, which will be an important foundation for students in their future lives.

The Impact of Implementing Reward and Punishment in Fostering Student Discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo

The application of rewards and punishments in fostering student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo has proven to have a significant positive impact, aligning with psychological and educational theories. Rewarding students has been effective in motivating them to comply with the pesantren's regulations, thus creating a more orderly and organized environment. According to theory, rewards can increase an individual's motivation to behave well and achieve (Purwanto, 2014; Setiawan, 2018).

Secondly, consistent application of punishment helps enforce discipline by providing a deterrent effect for students who violate regulations. Theoretically, punishment functions as a behavioral control mechanism that educates and prevents repeated violations (Purwanto, 2014; Nata & Fauzan, 2005). Consistency in implementing punishments ensures that students are more cautious and compliant with the applicable rules.

Thirdly, the consistent use of punishment enhances discipline among students, encouraging them to act carefully and follow the rules more closely.

Additionally, a balanced combination of rewards and punishments helps students internalize values of discipline and responsibility in their daily lives. Consequently, they are expected to become disciplined individuals with good character in the future. The presence of rewards and punishments also motivates students to achieve better academic and non-academic performance.

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Conclusion

Based on the study and discussion regarding the implementation of rewards and punishments in fostering student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo, the following conclusions can be drawn: The implementation of rewards and punishments in student discipline at Pondok Pesantren Modern Islam Assalaam Sukoharjo involves using rewards to motivate students to do good deeds and punishments to make them aware of their mistakes. Rewards are given in the form of praise, respect, certificates, and gifts, while punishments include reprimands, administrative sanctions, social punishments, and physical punishments. The impact of implementing these rewards and punishments is an increase in student motivation to comply with regulations, an improvement in discipline levels, better attitudes and character, and encouragement for students to achieve higher academic and non-academic performance.

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