Analisis Faktor-Faktor yang berpengaruh terhadap Produktivitas Kerja Karyawan pada CV. Tirta Makmur Ungaran

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ABSTRAK

Salah satu faktor utama yang mempengaruhi keberhasilan dan kegagalan suatu perusahaan adalah faktor sumber daya manusia. Sumber daya manusia merupakan penggerak aktivitas kerja perusahaan, sehingga harus dikelola dengan baik karena berpengaruh dalam pencapaian tujuan perusahaan. Sumber daya manusia dalam organisasi sering disebut tenaga kerja. Tenaga kerja merupakan faktor produksi yang memegang peranan penting untuk menunjang tercapainya produktivitas kerja, karena terdapat pengaruh positif antara kualitas tenaga kerja terhadap produktivitas, yaitu semakin tinggi kualitas tenaga kerja yang terlibat dalam proses produksi maka akan semakin tinggi produktivitasnya.

   Penelitian ini bertujuan untuk mengkaji pengaruh variabel pendidikan, pengalaman kerja, insentif, keterampilan dan jenis kelamin terhadap produktivitas kerja karyawan CV. Tirta Makmur Ungaran. Populasi dalam penelitian ini adalah seluruh karyawan CV. Tirta Makmur Ungaran yang berjumlah 88 orang, semuanya dijadikan sampel penelitian dengan menggunakan metode sensus. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, ujiasumsi klasik, uji normalitas, uji auto kolerasi, uji multikoleniaritas, uji heteroskedastisitas, uji t, uji f dan uji koefisien determinasi (R^2). Alat analisis data yang digunakan adalah analisis regresi linier berganda dengan program SPSS 16.0 for Windows.

 Hasil analisis regresi linier berganda diperoleh bahwa faktor yang paling mempengaruhi produktivitas kerja karyawan adalah insentif, hal ini dibuktikan dengan nilai koefisien regresi yang terbesar. Insentif berpengaruh secara positif dan signifikan terhadap produktivitas kerja karyawan. Artinya ada perbedaan produktivitas antara karyawan yang mendapatkan insentif dan tidak mendapatkan insentif. Jenis kelamin berpengaruh secara negatif dan signifikan terhadap produktivitas kerja karyawan, artinya ada perbedaan produktivitas antara karyawan laki-laki dan perempuan. Keterampilan berpengaruh positif terhadap produktivitas kerja karyawan. Artinya ada perbedaan produktivitas kerja antara yang ikut pelatihan dan tidak pernah ikut pelatihan. Pengalaman kerja memiliki pengaruh positif dan signifikan, artinya semakin banyak pengalaman kerja semakin tinggi produktivitas kerja karyawan. Pendidikan memiliki pengaruh yang positif dan signifikan terhadap produktivitas, artinya semakin tinggi pendidikan, maka produktivitas karyawan juga semakin meningkat. Hasil analisis menggunakan koefisien determinasi diketahui bahwa 79,8 % persen variasi dari produktivitas karyawan dapat dijelaskan oleh variabel independen yang diteliti dalam penelitian ini dan 20,2 % persen dijelaskan oleh variabel lainnya yang tidak diteliti dalam penelitian ini.

Kata kunci : Produktivitas kerja, pendidikan, pengalaman kerja, insentif, keterampilan, jenis kelamin.

Kata Kunci   :

Analysis of Influencing Factors on Employees Work Productivity at CV Tirta Makmur Ungaran

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ABSTRACT

One of the main factors that influenced the success and the failure of a company was the human resources factor. Human resources were the activity motivator of the work of the company, so as to have to be managed well because of being influential in the achievement of the aim of the company. Human resources in the organization often were acknowledged as manpower. Manpower was the production factor that held the role important to support the achievement of the productivity of the work, because of being gotten by the positive influence between the quality of manpower towards the productivity, that is increasingly high the quality of manpower that was involved in the process of the production then will be increasingly high his productivity.

This research aimed at studying the influence of education, the work experience, the incentive, skills and gender of the variable on the productivity of the work of the employee CV. Tirta Makmur Ungaran. The population in this research was all the employee CV. Tirta Makmur Ungaran that was numbering 88 people, all of them were made the sample of the research by using the census method. The analysis that was used covered the validity test, the test reliability, ujiasumsi classic, the test normality, the car test correlation, the test multicollinearity, the test heteroscedasticity, the test t, the test f and the test of the determination coefficient (R2). The analysis implement of the data that was used was the analysis of linear regression multiplied with the SPSS program 16,0 for Windows.

Results of the analysis of linear regression of multiplying were received that the factor that most influenced the productivity of the work of the employee was the incentive, this was proven with the biggest value of the regression coefficient. The incentive was influential positively and significantly towards the productivity of the work of the employee. Meaning that having the difference of the productivity between the employee who got the incentive and did not get the incentive. Gender was influential negatively and significantly towards the productivity of the work of the employee, meaning that having the difference of the productivity between the employee of the man and the woman. Influential skills were positive towards the productivity of the work of the employee. Meaning that having the difference of the productivity of the work between that took part in the training and had not taken part in the training. The work experience had the positive and significant influence, meaning that even more work experiences were increasingly high the productivity of the work of the employee. Education had the influence that was positive and significant towards the productivity, meaning that increasingly high education, then the productivity of the employee also increasingly increased. Results of the analysis used the determination coefficient it was known that 79.8 % percent of the variation from the productivity of the employee could be explained by the independent's variable that was researched in this research and 20.2 % percent it was explained by the other variable that was not researched in this research.

Key words: labor productivity, education, work experience, incentives, skills, gender.

Keyword   :