

Analisis Faktor - faktor yang Mempengaruhi Kinerja Karyawan Bagian Produksi pada PT. Rodeo Garment Semarang

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ABSTRAK

Sukses

tidaknya suatu organisasi sangat tergantung dari kualitas sumber daya manusia yang dimiliki oleh organisasi tersebut. Sumber daya manusia yang berkualitas adalah sumber daya manusia yang mampu berprestasi maksimal.

Oleh karena itu, keberhasilan organisasi tidak bisa dilepaskan dari kinerja karyawan dalam organisasi tersebut. Sumber daya manusia merupakan sumber daya yang paling penting untuk dapat memenangkan persaingan, karena merupakan tulang punggung dari seluruh sistem yang dirancang, metode yang diterapkan dan teknologi yang digunakan. Untuk itu, diperlukan upaya - upaya untuk menjaga sumber daya tersebut agar kinerja yang diharapkan oleh perusahaan dapat tercapai secara maksimal. Penelitian ini bertujuan untuk mengkaji pengaruh variabel kompensasi, motivasi, penghargaan dan disiplin kerja terhadap kinerja karyawan bagian produksi PT. Rodeo Garment Semarang. Populasi dalam penelitian ini adalah seluruh karyawan bagian produksi PT. Rodeo Garment Semarang yang berjumlah 639 orang, sedangkan sampelnya diambil sebanyak 87 orang dengan teknik pengambilan sampel propotional random sampling. Setelah hasil didapatkan melalui uji reliabilitas dan validitas, lalu dianalisis menggunakan Regresi Linier Berganda dengan program SPSS 16.0 for Windows yang didalamnya dilakukan uji asumsi klasik, uji multikoleniaritas, uji heteroskedastisitas, uji normalitas, uji auto kolerasi, uji t, uji f dan uji koefisien determinasi (R²).

Hasil analisis regresi linier berganda diperoleh bahwa faktor yang paling mempengaruhi kinerja karyawan adalah Kompensasi, hal ini dibuktikan dengan nilai koefisien regresi yang terbesar. Kompensasi berpengaruh secara positif dan signifikan terhadap kinerja karyawan. Semakin baik pemberian kompensasi, maka kinerja karyawan akan meningkat.

Motivasi berpengaruh secara positif dan signifikan terhadap kinerja karyawan. Semakin baik motivasi, maka kinerja karyawan akan meningkat.

Penghargaan berpengaruh secara positif dan signifikan terhadap kinerja karyawan. Semakin baik penghargaan, maka kinerja karyawan akan meningkat. Disiplin Kerja berpengaruh positif terhadap kinerja karyawan.

Artinya apabila disiplin kerja semakin baik, maka kinerja karyawan akan meningkat.

Kata kunci : kinerja, kompensasi, motivasi, penghargaan, disiplin kerja.

Kata Kunci :

Analysis of Factors Influencing Work Performance of Production Department Employees at PT Rodeo Garment Semarang

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ABSTRACT

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success not him an organisation really depended on the quality of human resources that were owned by this organisation. Quality human resources were human resources that could be high-achieving maximal. Therefore, the success of the organisation could not be released from the achievement of the employee in this organisation. Human resources were resources that were most important could win the competition, because of being the backbone from all over the system that was drafted, the method that was applied and technology that was used. So, was needed by efforts - efforts to maintain these resources so that the achievement that it was hoped by the company could be reached maximally.

This research aimed at studying the influence of compensation, the motivation, the appreciation and discipline of the work of the variable on the achievement of the employee of the production part of PT. Rodeo Garment Semarang. The population in this research was all the employee of the production part of PT. Rodeo Garment Semarang that was numbering 639 people, whereas his sample was taken by as many as 87 people technically the taking of the sample propotional random sampling. After results were obtained through the test reliabilitas and the validity, then was analysed used Linier Berganda Regression with the SPSS program 16,0 for Windows that inside was done by the classic assumption test, the test multikoleniaritas, the test heteroskedastisitas, the test normalitas, the car test kolerasi, the test t, the test f and the test of the determination coefficient (R²).

Results of the analysis of linear regression of multiplying were received that the factor that most influenced the achievement of the employee was Compensation, this was proven with the biggest value of the regression coefficient. Compensation was influential positively and significantly towards the achievement of the employee. It was increasingly good that giving of compensation, then the achievement of the employee will increase. The motivation was influential positively and significantly towards the achievement of the employee. It was increasingly good that the motivation, then the achievement of the employee will increase. The appreciation was influential positively and significantly towards the achievement of the employee. It was increasingly good that the appreciation, then the achievement of the

employee will increase. Discipline of the influential Work was positive towards the achievement of the employee. Meaning that if discipline of the work was increasingly good, then the achievement of the employee will increase.

The key word : the achievement, compensation, the motivation, the appreciation, discipline of the work

Keyword :