

ABSTRAK

Syari Widya Ika Ningsih, 2022 : Gaji, Kondisi Kerja dan Program Pelayanan Bagi Karyawan Terhadap Produktivitas Kerja Karyawan (Studi Pada PT Indo Persada Alumina) Tim Promotor: Dodi Dermawan. SE., M.Ec. dan Drs. Muhammad Idris DM., M.M., M.Si.

Penelitian ini bertujuan untuk menjelaskan Gaji, Kondisi Kerja dan Program Pelayanan Bagi Karyawan Terhadap Produktivitas Kerja Karyawan (Studi Pada PT Indo Persada Alumina). Populasi di dalam penelitian ini adalah 60 orang karyawan PT Indo Persada Alumina. Pengambilan sampel dengan total sampling, maka jumlah sampel sebanyak 60 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas. Data analisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Gaji (X1), Kondisi Kerja (X2), dan Program Pelayanan Bagi Karyawan (X3) berpengaruh signifikan terhadap Produktivitas Kerja Karyawan (Y). Hasil uji F diperoleh nilai F_{hitung} 12,086 dengan nilai F_{tabel} 2,381 mengidentifikasi bahwa variabel Gaji(X1), Kondisi Kerja (X2) dan Program Pelayanan Bagi (X3) secara simultan berpengaruh signifikan terhadap variabel Produktivitas Kerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 36,0% variabel Produktivitas Kerja Karyawan dipengaruhi oleh variabel Gaji, Kondisi Kerja dan Program Pelayanan Bagi Karyawan. Sisanya 64,0% dipengaruhi oleh faktor lainnya yang tidak dijelaskan dalam penelitian ini.

Kunci : Gaji, Kondisi Kerja dan Program Pelayanan Bagi Karyawan Terhadap Produktivitas Kerja Karyawan.

ABSTRACT

Syari Widya Ika Ningsih, 2022 : Salary, Working Conditions and Service Programs for Employees on Employee Work Productivity (Study at PT Indo Persada Alumina) Promoter Team: Dodi Dermawan, SE., M.Ec. and Drs. Muhammad Idris DM., M.M., M.Sc..

This study aims to explain Salaries, Working Conditions and Service Programs for Employees on Employee Work Productivity (Study at PT Indo Persada Alumina). The population in this study were 60 employees of PT Indo Persada Alumina. Sampling with a total sampling, then the number of samples as many as 60 employees. This type of research is quantitative research. In the questionnaire, validity and reliability tests were carried out. Data analysis using multiple linear regression analysis, including t test, F test and coefficient of determination. The results showed that partially the variables of Salary (X1), Working Conditions (X2), and Service Programs for Employees (X3) had a significant effect on Employee Work Productivity (Y). The results of the F test obtained that the Fcount 12,086 with the value of Ftable 2,381 identified that the variable Salary (X1), Working Conditions (X2) and Service Sharing Program (X3) simultaneously had a significant effect on the Employee Productivity variable (Y). Based on the coefficient of determination test, about 36.0% of the Employee Productivity variable is influenced by the variables of Salaries, Working Conditions and Service Programs for Employees. The remaining 64.0% was influenced by other factors not explained in this study.

Key : *Salary, Working Conditions and Service Programs for Employees on Employee Work Productivity.*