

HUBUNGAN ANTARA SIKAP TERHADAP *GAINSHARING* DAN PRODUKTIVITAS KARYAWAN BAGIAN *ASSEMBLING* PT TESENA INOVINDO

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ABSTRAK

Penelitian ini bertujuan untuk melihat hubungan antara sikap terhadap *gainsharing* dengan produktivitas karyawan bagian *assembling* PT Tesena Inovindo. Hipotesis yang diajukan adalah ada hubungan positif antara sikap karyawan terhadap *gainsharing* dan produktivitas karyawan bagian *assembling* PT Tesena Inovindo. Jenis penelitian ini adalah kuantitatif dengan metode korelasional. Subjek dalam penelitian ini berjumlah 48 karyawan PT Tesena Inovindo dengan masa kerja 6 tahun. Data sikap terhadap *gainsharing* diperoleh dari skala penelitian ($\alpha = 0,950$). Sedangkan penilaian produktivitas karyawan diperoleh dari data perusahaan PT Tesena Inovindo. Data sikap terhadap *gainsharing* dan produktivitas karyawan termasuk dalam distribusi normal. Hasil uji linearitas menunjukkan bahwa sikap terhadap *gainsharing* memiliki hubungan yang linear dengan produktivitas karyawan. Analisis data sikap terhadap *gainsharing* dengan produktivitas karyawan dilakukan dengan menggunakan uji korelasi *product-moment* dari Pearson. Hasil korelasi antara sikap terhadap *gainsharing* dengan produktivitas karyawan sebesar 0,443 dengan $p = 0,001$ ($p < 0,05$), yang berarti bahwa terdapat hubungan positif dan signifikan antara sikap terhadap *gainsharing* dengan produktivitas karyawan.

Kata kunci :Sikap Terhadap *Gainsharing*, Produktivitas Karyawan bagian *assembling* PT Tesena Inovindo.

CORRELATION BETWEEN ATTITUDE OF GAINSHARING AND EMPLOYEE PRODUCTIVITY ASSEMBLING PARTS IN PT TESENA INOVINDO

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ABSTRACT

This research was aimed to study the correlation between attitude of gainsharing and employee productivity assembling parts in PT Tesena Inovindo. The hypothesis that proposed, had a positive correlation between attitude of gainsharing and employee productivity assembling parts in PT Tesena Inovindo. This is a quantitative research with a correlation method. The subjects in this research were 48 employee of PT Tesena Inovindo with a working period of 6 years. Attitude of gainsharing data obtained from the research scale ($\alpha = 0,950$). While the employee productivity data obtained from PT Tesena Inovindo document. Attitude of gainsharing data and employee productivity data were included s normal. The results of linearity test show that attitude of gainsharing has a linear correlation with employee productivity. The attitude of gainsharing to employee productivity data was analyzed using the correlation test of Pearson's product-moment. The correlation between attitude of gainsharing and employee productivity is 0,443 with $p = 0,001(P < 0,05)$, Which means there was a positive and significant correlation between attitude of gainsharing and employee productivity.

Keyword : Attitude of gainsharing, Employee Productivity Assembling in PT Tesena Inovindo

