



ABSTRAK

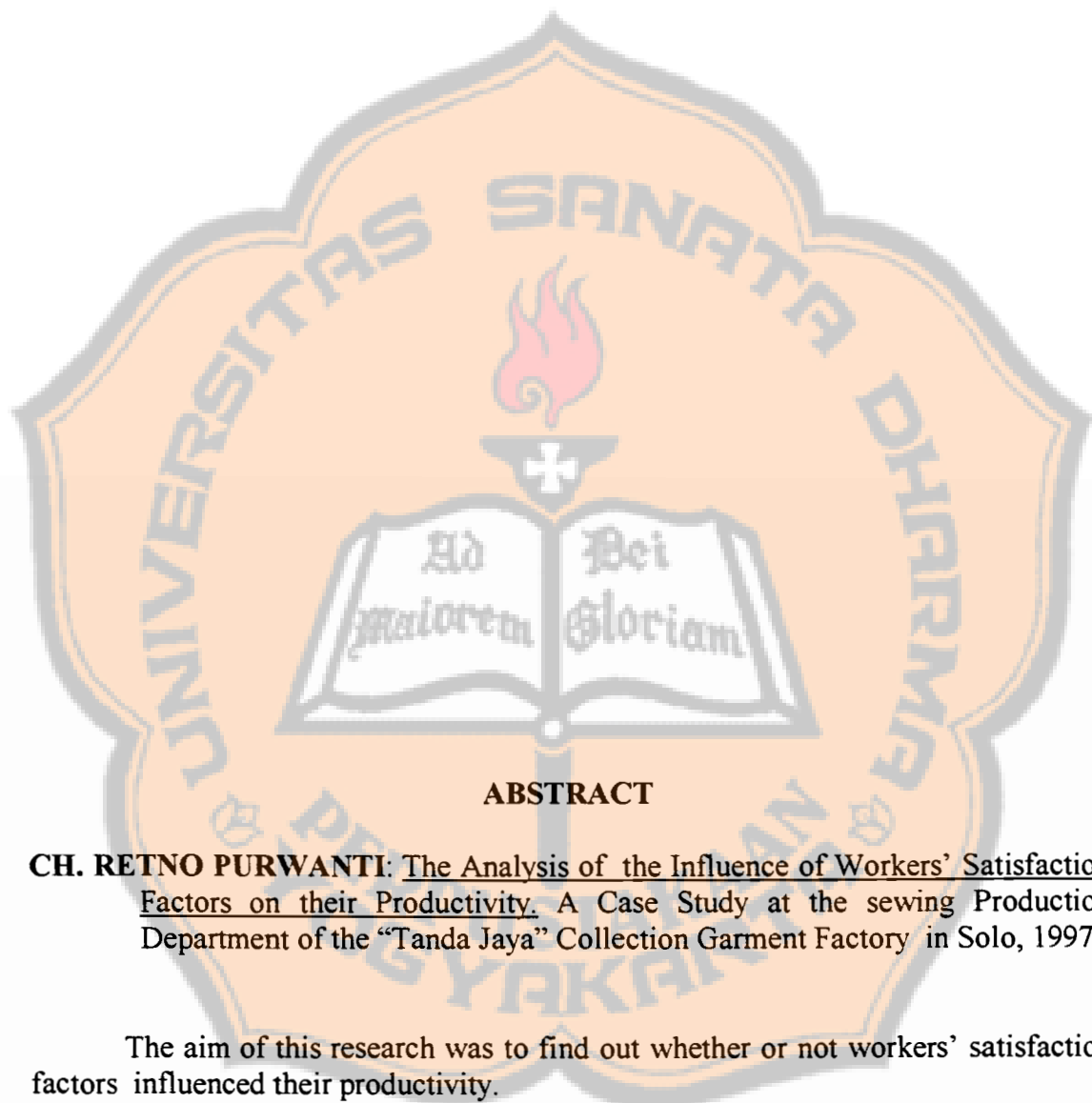
CH. RETNO PURWANTI: Analisis Pengaruh Faktor-Faktor Kepuasan Kerja Terhadap Tingkat Produktivitas Kerja Karyawan (Studi Kasus: pada bagian produksi "Tanda Java" collection's di Solo) 1997

Tujuan penelitian ini adalah untuk mengetahui apakah ada pengaruh faktor-faktor kepuasan kerja dengan tingkat produktivitas kerja karyawan.

Teknik pengumpulan data yang digunakan adalah kuesioner, wawancara dan dokumentasi. Penelitian ini dilakukan dengan mengambil sampel pada karyawan bagian produksi (penjahitan) yang berjumlah 75 karyawan.

Teknik analisis yang digunakan adalah (1) Analisis Korelasi Sederhana, yaitu untuk mengetahui hubungan antara masing-masing variabel independen (faktor kepuasan finansial, faktor kepuasan fisik, faktor kepuasan sosial dan faktor kepuasan psikologi) dengan variabel dependen (produktivitas kerja). (2) Analisis Korelasi Parsial, yaitu untuk mengetahui hubungan murni yang paling kuat diantara variabel independen dengan variabel dependen. Selanjutnya dilakukan perhitungan koefisien determinasi parsial, yaitu untuk mengetahui seberapa besar pengaruh masing-masing keempat variabel independen terhadap variabel dependen.

Selanjutnya untuk mengetahui apakah korelasi tersebut signifikan dilakukan uji



ABSTRACT

CH. RETNO PURWANTI: The Analysis of the Influence of Workers' Satisfaction Factors on their Productivity. A Case Study at the sewing Production Department of the "Tanda Jaya" Collection Garment Factory in Solo, 1997

The aim of this research was to find out whether or not workers' satisfaction factors influenced their productivity.

Data gathering techniques that were used were questionnaire, interviewing and reviewing documentation. The research was done by taking all 75 workers from the production department involved in sewing garments as a sample.

Analysis techniques that were used were (1) simple correlation analysis. It was used to find out the correlation between all independent variables (financial satisfaction factor, physical satisfaction factor, social satisfaction factor and psychological satisfaction factor) and the dependent variable (workers' productivity). (2) Parsial correlation analysis. It was used to find out the strongest pure correlation between independent variables and dependent variables. The partial determination coefficient computation was also done to find out the influence of the four independent variables on the dependent variable.

The r (significance) test with a 5% level of significance was done to test the significance of the correlation. (3) Multiple correlation coefficient analysis. It was used to find out the degree of correlation between all four independent variables simultaneously and the dependent variable. Multiple determination correlation