

ABSTRAK
Dampak Pengembangan Sumber Daya Manusia
Terhadap Produktivitas Kerja Karyawan
Pada Bagian Pelintingan Sigaret Kretek Tangan
Studi Kasus Pada Persusahaan Rokok PT DJITOE Indonesia Tobacco Coy
Di Surakarta
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Yogyakarta 1998

Pengembangan sumber daya manusia melalui program pelatihan (*training*) yang diselenggarakan perusahaan memegang peranan penting dalam usaha peningkatan produktivitas kerja karyawan.

Untuk mengetahui apakah benar pelatihan (*training*) dalam rangka pengembangan sumber daya manusia memberi dampak bagi peningkatan produktivitas kerja karyawan, maka penulis mengadakan penelitian dengan judul “Dampak Pengembangan Sumber Daya Manusia Terhadap Produktivitas Kerja Karyawan”.

Masalah yang diteliti adalah hubungan antara biaya pelatihan (*training*) terhadap produktivitas kerja karyawan dan hubungan antara jangka waktu pelatihan (*training*) terhadap produktivitas kerja karyawan, dengan menggunakan analisis korelasi sederhana product moment.

Jenis penelitian yang penulis lakukan termasuk studi kasus, adapun pelaksanaan penelitian penulis lakukan di perusahaan rokok PT DJITOE Indonesia Tobacco Coy di Surakarta pada bagian pelintingan sigaret kretek tangan.

Setelah penulis melakukan penelitian dan menganalisis data penulis dapat menyimpulkan bahwa ; ada hubungan positif antara biaya dan jangka waktu pelatihan (*training*) terhadap produktivitas kerja karyawan dengan kata lain dapat dikatakan bahwa pelatihan (*training*) dalam rangka pengembangan sumber daya manusia memberikan dampak positif bagi peningkatan produktivitas kerja karyawan bagian pelintingan sigaret kretek tangan di perusahaan rokok PT DJITOE Indonesia Tobacco Coy di Surakarta.

ABSTRACT
**The Impact of an Human Resource Development Training Program
Towards Employee's Productivity
Case Study at DJITOE Indonesia Tobacco Coy Surakarta**
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Yogyakarta 1998

A training program in Human Resource Development, conducted by a company is expected to play an important role in order to develop employee's productivity.

In order to know whether a training programme has an impact on the increase of employee's productivity, the writer conducted a research entitled "The Impact of a Human Resources Development Training Program on Employee's Productivity".

The problem of this research is whether there is a relationship between training cost and employee's productivity and a relationship between training time span and employee's productivity. To analyse the data Product Moment Correlation is used.

This research is a case study, held at cigarette company name DJITOE Indonesia Tobacco Coy Inc. Ltd, in Surakarta, especially at the hand rolled clove cigarette devision.

The conclusion of this research is : there is a positive relationship between training cost and training time span on employee's productivity. In other words, it can be said that in order to develop human resources, this training program had a positive impact on the improvement of employee's productivity, especially at the hand rolled clove cigarette devision of DJITOE Indonesia Tobacco Coy Inc., Ltd, in Surakarta.