

## ABSTRAK

### ANALISIS HUBUNGAN PELATIHAN DAN PRODUKTIVITAS KERJA KARYAWAN BAGIAN MEKANIK

Studi Kasus pada PT. ASTRA INTERNATIONAL Tbk – HONDA di Yogyakarta

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Penelitian ini bertujuan untuk mengetahui bagaimana tanggapan karyawan terhadap program pelatihan, apakah ada perbedaan produktivitas kerja karyawan sebelum dan sesudah pelatihan, serta untuk mengetahui apakah ada hubungan antara tanggapan karyawan terhadap pelatihan dan produktivitas kerja karyawan sesudah pelatihan. Penelitian ini berupa studi kasus di PT. ASTRA INTERNATIONAL Tbk- HONDA Yogyakarta.

Data yang diambil penulis adalah data hasil *service* ringan tenaga mekanik sebelum dan sesudah pelatihan dan pemberian kuesioner pada tenaga mekanik. Penelitian ini menggunakan teknik pengumpulan data wawancara, dokumentasi, observasi, dan kuesioner. Data yang diperoleh kemudian diolah dengan metode tabulasi, korelasi product moment dan uji beda t. Ada 15 karyawan mekanik yang diteliti dan hasil akhir dari penelitian ini menunjukkan adanya tanggapan yang positif dari karyawan mekanik terhadap program pelatihan yang diadakan perusahaan ini dapat dilihat dari pertanyaan-pertanyaan yang diajukan, semua karyawan setuju dengan program pelatihan yang diadakan dan pelatihan sangat membantu mereka dalam penyelesaian pekerjaannya. Ada peningkatan jumlah *service* sebelum dan sesudah pelatihan ini dikarenakan mekanik lebih terampil dan cekatan dalam menyelesaikan pekerjaannya. Serta ada hubungan antara tanggapan karyawan terhadap pelatihan dan produktivitas kerja karyawan sesudah pelatihan.

Program pelatihan yang diadakan memberikan manfaat kepada karyawan mekanik dalam menyelesaikan pekerjaan dengan lebih terampil dan cekatan, hal ini dapat ditunjukkan oleh nilai *t-hitung* yang lebih kecil dari *t-tabel* atau berada di daerah penerimaan  $H_a$  yang berarti ada hubungan antara tanggapan karyawan terhadap pelatihan dan produktivitas kerja karyawan sesudah pelatihan.

## ABSTRACT

### AN ANALYSIS ON THE RELATIONSHIP BETWEEN TRAINING AND WORK PRODUCTIVITY OF THE MECHANICAL EMPLOYEES

A Case Study at PT. ASTRA INTERNATIONAL Tbk-HONDA Yogyakarta

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The aims of this research were to find out (1) the employees responses toward the training programmed (2) whether there was any difference of employees productivity before and after the training, and (3) whether there was any relationship between the training and the employees productivity after the training. This research was a case study of PT. ASTRA INTERNATIONAL Tbk-Honda Yogyakarta.

The data was obtained by collection the result of the mechanical service before and after the training, also giving questionnaire to the mechanical employees. This research used interview, documentation, observation, and questionnaire as data collecting techniques. The collected data processed by using tabulation method, product moment correlation and examining difference  $t$ . There were 15 mechanical employees that had been the samples of the research. The research indicated that there were positive responses of the mechanical employees toward the training program of the enterprise. It could be observed by the questions that presented and , indications that all of the employees agreed to the training program. The training program really helped them in finishing their work. The research also indicated that there was a increasing number of service before and after the training. It was because the mechanical employees were more skillful finishing their work. There was a relationship between the training and the employees productivity after the training.

The training program held was very useful for the mechanical employees in finishing their work. This condition could be proved by the grade of  $t$ -counted that was lower than  $t$ -table or it was in the area of  $H_a$ , that meant there was any relationship between the training and the employee productivity after the training.