

ABSTRAK

HUBUNGAN ANTARA PELATIHAN DAN MOTIVASI DENGAN PRODUKTIVITAS KERJA KARYAWAN STUDI KASUS PADA PERUSAHAAN PT SIBATEX ABADI BANDUNG

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Penelitian ini merupakan studi kasus pada P.T. Sibatex Abadi Bandung. Penelitian ini dilakukan pada bulan juni 2002. Penelitian ini bertujuan untuk mengetahui ada tidaknya hubungan antara pelatihan dengan produktivitas kerja, ada tidaknya hubungan motivasi dengan produktivitas kerja, dan ada tidaknya hubungan antara pelatihan dan motivasi dengan produktivitas kerja.

Teknik pengumpulan data yang digunakan yaitu observasi, wawancara, dan kuesioner. Teknik observasi digunakan untuk mengetahui kondisi dan situasi kerja di perusahaan, teknik wawancara digunakan untuk memperoleh informasi dan tinjauan umum perusahaan, dan teknik kuesioner digunakan untuk memperoleh data tentang pelatihan, motivasi dan produktivitas kerja karyawan. Sampel penelitian ini berjumlah 20 sampel, diambil secara acak dari seluruh populasi.

Berdasarkan hasil analisis data ternyata ada hubungan positif dan signifikan antara pelatihan dengan produktivitas kerja karyawan ($r = 0,643$, $t_{hitung} = 3,564 > t_{tabel} = 1,734$), ada hubungan yang positif dan signifikan antara motivasi dengan produktivitas kerja karyawan ($r = 0,528$, $t_{hitung} = 2,637 > t_{tabel} = 1,734$) dan ada hubungan positif dan signifikan antara pelatihan dan motivasi dengan produktivitas kerja karyawan ($r = 0,643$, $F_{hitung} = 6,017 > F_{tabel} = 3,59$).

ABSTRACT

THE CORRELATION OF WORKER'S TRAINING, MOTIVATION AND THEIR WORKING PRODUCTIVITY

A Case Study at PT SIBATEX ABADI BANDUNG

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The research was a case study at PT Sibatex Abadi Bandung. The research was conducted in June 2002. The purpose of the research was to determine whether or not (1) there was correlation between worker's training and the working productivity, (2) there was correlation between motivation and the working productivity, and (3) there was correlation between worker's training, motivation and the working productivity.

The data collection techniques used by the research were observation, interview, and questionnaire. Observation was used to determine the circumstances in the company. While interview was used to obtain information and overview of the company, and lastly questionnaire was to get data on training, motivation and productivity. To test the questionnaire, validity and reliability tests were used. The sample of this study consisted of 20 samples, taken at random from the entire population.

According to the result of data analysis, there were positive and significant correlation between training and work productivity of the workers ($r = 0.643$, $t_{\text{calculation}} = 3.564 > t_{\text{table}} = 1.734$). There was a positive and significant correlation between the worker's motivation and work productivity ($r = 0.528 > t_{\text{calculation}} = 2.637 > t_{\text{table}} = 1.734$) and there was a positive and significant correlation between the training and worker's motivation and work productivity ($r = 0.643$, $F_{\text{calculation}} = 6.017 > t_{\text{table}} = 3,59$).