

ABSTRAK

**Pengaruh upah, harga diri dan fasilitas terhadap
semangat kerja karyawan bagian produksi
Studi kasus : Perusahaan Pertenunan “ Santa Maria”
di Kulon Progo**

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2002**

Penelitian ini bertujuan untuk mengetahui apakah ada hubungan tingkat upah, harga diri dan fasilitas terhadap semangat kerja karyawan khususnya bagian produksi.

Penelitian ini dilakukan di Perusahaan Pertenunan " Santa Maria" di Kulon Progo pada bulan oktober 2001. Teknik pengumpulan data yang digunakan adalah kuesioner, observasi, wawancara dan dokumentasi. Adapun kuesioner yang digunakan berupa angket tentang semangat kerja, harga diri Fasilitas dan upah karyawan. Populasi penelitian ini mencakup seluruh karyawan bagian produksi berjumlah 52 orang besarnya sampel adalah 40 orang. Teknik sampling yang digunakan dalam penelitian ini adalah teknik random atau acak. Sedangkan teknik analisis data yang digunakan adalah (1) kualitatif dan (2) kuantitatif dengan rumus chi-kuadrat

Dari hasil analisis yang dilakukan menunjukkan bahwa : (1) Tidak ada hubungan antara tingkat upah dengan semangat kerja. (2) Ada hubungan yang rendah ($C = 0,23$) antara harga diri dengan semangat kerja. (3) Ada hubungan yang cukup ($C = 0,5$) antara fasilitas dengan semangat kerja.

ABSTRACT

**The Effect of Wage, Self-Esteem and Facilities on Work Spirit of the
Employees at Production Department
A Case Study at " Santa Maria " Weaving Company, Kulon Progo**

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This research was aimed to know whether or not there was any correlation among wage level, self-esteem and facilities with work motivation of the employees, particularly at Production Department.

This research was carried out at " Santa Maria " weaving company in Kulon Progo on October 2001. The data gathering techniques used was questionnaire, observation, interviews and documentation. The questionnaire took the form of question sheets about work motivation, self-esteem, facilities and employees' wages. The population in the study included the whole employees at Production Department as many as 52 people and the sample was 40 subjects. The sampling technique used in this study was randomized method. Whereas the data analyzing techniques used were (1) qualitative and (2) quantitative method using *chi-square* formulation.

From the result of the analysis it showed that : (1) there was no correlation between wage level and work motivation. (2) there was low correlation ($C = 0,23$) between self-esteem and work motivation. (3) there was moderate correlation ($C = 0,5$) between facilities and work motivation.