

## ABSTRAK

### HUBUNGAN ANTARA MOTIVASI DAN PELATIHAN KERJA DENGAN PRODUKTIVITAS KERJA KARYAWAN

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Penelitian ini bertujuan untuk mengetahui 1) hubungan antara motivasi dengan produktivitas kerja karyawan 2) hubungan pelatihan kerja dengan produktivitas kerja karyawan 3) hubungan antara motivasi dan pelatihan kerja secara bersama-sama dengan produktivitas kerja karyawan.

Penelitian ini dilaksanakan di PT Gandum Malang pada bulan Januari-Februari 2002. Populasi dari penelitian ini adalah karyawan bagian produksi sejumlah 1395 karyawan dan sampel yang digunakan dalam penelitian ini sejumlah 140 karyawan. Teknik pengumpulan data yang digunakan adalah kuesioner, wawancara dan dokumentasi.

Teknik analisis data yang digunakan dalam penelitian ini adalah 1) *korelasi product moment*. Teknik ini digunakan untuk mengetahui hubungan antara motivasi dengan produktivitas kerja karyawan dan hubungan antara pelatihan kerja dengan produktivitas kerja karyawan 2) *korelasi ganda*. Teknik ini digunakan untuk mengetahui hubungan antara motivasi dan pelatihan kerja secara bersama-sama dengan produktivitas kerja karyawan.

Hasil penelitian menunjukkan bahwa 1) ada hubungan positif, rendah dan signifikan antara motivasi dengan produktivitas kerja karyawan yang dibuktikan dengan koefisien korelasi ( $r$ ) 0,284 2) ada hubungan positif, rendah dan signifikan antara pelatihan kerja dengan produktivitas kerja karyawan yang dibuktikan dengan koefisien korelasi ( $r$ ) 0,276 3) ada hubungan positif, rendah dan signifikan antara motivasi dan pelatihan kerja secara bersama-sama dengan produktivitas kerja karyawan yang dibuktikan dengan koefisien korelasi ( $R$ ) 0,361

## **ABSTRACT**

### **THE RELATIONSHIP BETWEEN MOTIVATION AND JOB TRAINING WITH EMPLOYEES' WORK PRODUCTIVITY A Case Study of Employees at Production Department of "PT. Gandum", Malang**

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This research was purposed to know 1) the relationship between motivation and employees' work productivity; 2) the relationship between job training and employees' work productivity; 3) the relationship between motivation and job training taken together with employees' work productivity.

This research was conducted at "PT. Gandum", Malang in January - February 2002. The research population was all employees at production department consisted of 1395 employees and the sample used in this research were 140 employees. The data gathering techniques were questionnaire, interviews, and documentation.

The data analysis techniques used in this research were : 1) product moment correlation. This technique was used to know the relationship between motivation and employees' work productivity and the relationship between the job training and employees' work productivity; 2) multiple correlation. This technique was used to know the relationship between motivation and job training taken together with the employees' work productivity.

The research results showed that : 1) there was a positive, low, and significant relationship between motivation and employees' work productivity which was proved by the correlation coefficient ( $r$ ) of 0.284; 2) there was a positive, low, and significant relationship between the job training and employees' work productivity which was proved by the correlation coefficient ( $r$ ) of 0.276; 3) there was a positive, low, and significant relationship between motivation and job training taken together with employees' work productivity which was proved by the correlation coefficient ( $R$ ) of 0.361.