

**ABSTRAK**  
**ANALISIS PENGARUH PENGALAMAN KERJA DAN PEMBERIAN UPAH**  
**INSENTIF TERHADAP PRODUKTIVITAS KERJA KARYAWAN**  
**Studi Kasus pada “PT Nagasaki Paramashoes Tangerang”**

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Penelitian ini bertujuan untuk mengetahui : 1) apakah ada pengaruh pengalaman kerja terhadap produktivitas kerja karyawan, 2) apakah ada pengaruh pemberian upah insentif terhadap produktivitas kerja karyawan.

Penelitian ini dilaksanakan di PT Nagasaki Paramashoes Tangerang, pada bulan November 2001. Populasi dari penelitian ini meliputi seluruh karyawan produksi bagian penjahitan (*stitching*). Sampel penelitian berjumlah 40 orang dengan teknik *purposive sampling*. Teknik pengumpulan data yang digunakan adalah wawancara, dokumentasi, dan observasi.

Teknik analisis data yang digunakan adalah analisis korelasi *product moment*, dengan uji signifikansi uji-t dan teknik korelasi ganda dengan uji signifikansi uji-F.

Dari hasil analisis dapat ditarik kesimpulan bahwa 1) ada pengaruh yang positif pengalaman kerja terhadap produktivitas kerja karyawan (koefisien determinasi sebesar 61,21%), 2) ada pengaruh yang positif pemberian upah insentif terhadap produktivitas kerja karyawan (koefisien determinasi sebesar 9,21%).

**ABSTRACT**  
**AN ANALYSIS OF THE INFLUENCE OF WORK EXPERIENCE AND  
INCENTIVE PAYMENT TOWARD EMPLOYEES' PRODUCTIVITY**  
**A Case Study at "PT Nagasakti Paramashoes" Tangerang**

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The aims of this research were to know whether or not there was any influence of : 1) work experience toward employees' productivity, 2) incentive payment toward employees' productivity.

This research was a case study conducted at "PT Nagasakti Paramashoes" in Tangerang, in November 2001. The population in this research was all of the employees' of the stitching department. The writer took 40 people with *purposive sampling* technique as the samples. The data collecting techniques used were interviews, documentary study, and observation.

The data analysis technique used were product moment correlation technique, (with significant test of t-test) and multiple correlation technique (with significant test of F-test).

From the analysis, it could be concluded as follows: 1) work experience influenced employees' productivity positively (coefficient determination was 61,21%), 2) incentive payment influenced employees' productivity positively (coefficient determination was 9,21%).