

ABSTRAK

ANALISIS HUBUNGAN ANTARA MOTIVASI KERJA, TINGKAT
PENDIDIKAN DAN PENGALAMAN KERJA DENGAN PRODUKTIVITAS
KERJA KARYAWAN
Studi Kasus
PT Mekar Armada Jaya
Magelang

ERLINA SRI UTAMI
UNIVERSITAS SANATA DHARMA
YOGYAKARTA
2001

Penelitian ini bertujuan: (1) untuk mengetahui hubungan antara motivasi kerja, tingkat pendidikan dan pengalaman kerja dengan produktivitas kerja karyawan (2) untuk mengetahui besarnya sumbangan efektif motivasi kerja, tingkat pendidikan dan pengalaman kerja dengan produktivitas kerja karyawan. Studi kasus pada PT Mekar Armada Jaya departemen interior bagian pembuatan jok interior.

Populasi berjumlah 161 dengan sampel sebanyak 40 diambil secara random. Metode pengumpulan data dengan wawancara, kuisioner, observasi dan dokumentasi. Analisis data menggunakan korelasi *product moment pearson*, regresi linear ganda, korelasi ganda, *student test* dengan taraf signifikansi 5%.

Hasil Analisis yang didapatkan bahwa: (1) ada hubungan positif dan signifikan antara motivasi kerja dengan produktivitas kerja karyawan ($r=0,585$) sumbangan efektif 13,452%, (2) ada hubungan positif dan signifikan antara tingkat pendidikan dengan produktivitas kerja karyawan ($r=0,574$) sumbangan efektif 14,212%, (3) ada hubungan positif dan signifikan antara pengalaman kerja dengan produktivitas kerja karyawan ($r=0,749$) sumbangan efektif 62,300%, (4) ada hubungan positif dan signifikan antara motivasi kerja, tingkat pendidikan dan pengalaman kerja secara bersama sama dengan produktivitas kerja karyawan dengan koefisien korelasi 0,836, dan sumbangan efektif sebesar 69,964%.

ABSTRACT

AN ANALYSIS ON THE RELATIONSHIP BETWEEN THE WORK MOTIVATION, THE EDUCATIONAL LEVEL AND THE WORK EXPERIENCE WITH THE WORKER'S PRODUCTIVITY

A Case study at
PT MEKAR ARMADA JAYA
MAGELANG

ERLINA SRI UTAMI
SANATA DHARMA UNIVERSITY
YOGYAKARTA
2001

The objectives of this research were : (1) to know the relationship between work motivation, educational level and work experience with the worker's productivity (2) to know the number of the influence of the effective attribute of work motivational level, educational level and work experience with the worker's productivity. This research was a case study conducted at PT Mekar Armada Jaya, interior department, especially in the seat interior section.

The number of population was 161 and 40 samples were taken randomly. Interview, questionnaires, observations, and documentation were used as the techniques of collecting the data. The analysis of the data used product moment pearson correlation, multiple linier regression, and student test with the level significance at 5%.

The result of the analysis were : (1) there was a positive and significant relationship between work motivation and worker's productivity ($r=0,585$), effective contribution was 13,452%, (2) there was a positive and significant relationship between educational level and worker's productivity ($r=0,574$), effective contribution was 14,212%, (3) there was a positive and significant relationship between work experience and worker's productivity ($r=0,749$), effective contribution was 62,300%, (4) there was a positive and significant relationship between variables of work motivation, educational level and work experience taken together with worker's productivity with correlation co-efficient 0.836 and effective contribution 69,964%.