

## ABSTRAK

# PENGARUH PENGALAMAN KERJA DAN PERSEPSI TENTANG KELAYAKAN KOMPENSASI TERHADAP PRODUKTIVITAS KARYAWAN

Studi kasus pada Perusahaan Penerbit-Percetakan PUSTAKA PELAJAR  
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Tujuan penelitian ini adalah untuk mengetahui (1) layak atau tidaknya kompensasi yang diberikan oleh perusahaan kepada karyawan, (2) pengaruh pengalaman kerja dan kelayakan kompensasi terhadap produktivitas kerja karyawan. Studi dilakukan pada perusahaan Penerbit-Percetakan PUSTAKA PELAJAR, Yogyakarta.

Teknik pengumpulan data dengan memberikan kuesioner kepada karyawan tentang persepsi karyawan mengenai kelayakan kompensasi, wawancara dan dokumentasi khususnya tentang daftar gaji dan daftar pengalaman kerja karyawan. Sampel yang digunakan sebanyak 50 karyawan pada departemen produksi yang bekerja dengan tidak menggunakan mesin atau komputer dengan teknik *purposive sampling*. Teknik analisis data yang digunakan adalah Regresi Linier Berganda dan Sederhana. Teknik ini untuk mengetahui pengaruh pengalaman kerja dan kompensasi terhadap produktivitas kerja karyawan. Penelitian ini menghasilkan persepsi karyawan terhadap kelayakan kompensasi yang diberikan oleh perusahaan adalah positif dan ada pengaruh positif antara pengalaman kerja dan kompensasi terhadap produktivitas kerja karyawan baik secara bersama-sama maupun secara sendiri-sendiri. Hal itu diketahui dari analisis uji F diperoleh nilai  $F_{hitung}$  (6414,82) lebih besar daripada  $F_{tabel}$  (2,81), untuk pengaruh pengalaman kerja terhadap produktivitas kerja karyawan diperoleh nilai  $t_{hitung}$  (54,33) lebih besar daripada  $t_{tabel}$  (1,68) dan untuk pengaruh kompensasi terhadap produktivitas kerja karyawan diperoleh nilai  $t_{hitung}$  (95,33) lebih besar daripada  $t_{tabel}$  (1,68).

## ABSTRACT

# THE INFLUENCE OF WORKING EXPERIENCE AND THE PERCEPTION OF COMPENSATION APPROPRIATENESS TOWARDS THE EMPLOYEE PRODUCTIVITY

A case study at PUSTAKA PELAJAR Penerbit-Percetakan Company  
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The aims of this study were to find out (1) whether or not the compensation given by the company to the employee was appropriate, (2) the influence of the working experience and the compensation appropriateness towards the working productivity of the employee. This study was carried out at PUSTAKA PELAJAR Penerbit-Percetakan Company, Yogyakarta.

The data collecting were done by distributing questionnaire to the employee about the employee's perception on the compensation appropriateness, doing interview, and documentation, especially on the wage list and the employee's working experience. The sample used was of 50 employee's on the production department who were working without using machines or computer. The sampling technique were done by purposive sampling. The data analysis technique used were Double and Simple Linear Regression. This technique's were used in order to find out the influence of the working experience and the compensation towards the working productivity of the employee.

Based on the result of the data analysis, the employee's perception on the compensation appropriateness given by the company was positive. The working experience and the compensation gave positive influence towards the working productivity of the employee, either simultaneously or respectively. It was known from the F test analysis, which gained  $F_{counted}$  (6414,82) was bigger than  $F_{table}$  (2,81);  $t_{counted}$  (54,33) was bigger than  $t_{table}$  (1,68) showing the positive influence of the working experience towards the working productivity of the employee's and  $t_{counted}$  (95,33) was bigger than  $t_{table}$  (1,68) showing the positive influence of the compensation towards the employee's working experience.