

ABSTRAK

HUBUNGAN ANTARA MOTIVASI KERJA, DISIPLIN KERJA DAN TINGKAT PENDIDIKAN KARYAWAN DENGAN PRODUKTIVITAS KERJA KARYAWAN

Studi Kasus pada Karyawan Bagian Penjahitan
PT. Buana Samudera Lestari, Jakarta, Tahun 2003

Lucia Haryanti
Universitas Sanata Dharma
Yogyakarta
2003

Penelitian ini bertujuan untuk mengetahui ada tidaknya hubungan yang positif dan signifikan antara : 1) motivasi kerja karyawan dan produktivitas kerja karyawan. 2) disiplin kerja karyawan dan produktivitas kerja karyawan. 3) tingkat pendidikan karyawan dan produktivitas kerja karyawan. 4) motivasi kerja, tingkat pendidikan dan disiplin kerja karyawan terhadap produktivitas kerja karyawan.

Penelitian studi kasus ini dilaksanakan di PT. Buana Samudera Lestari Jakarta pada bulan Januari 2003.

Populasi dalam penelitian ini berjumlah 500 orang karyawan, dengan sampel sejumlah 50 orang atau sebesar 10%. Teknik pengambilan sampel dengan menggunakan *random sampling*. Teknik pengumpulan data yang digunakan adalah 1) wawancara, 2) dokumentasi, 3) Observasi, 4) kuesioner. Teknik analisis data yang digunakan adalah 1) korelasi *product moment* 2) analisis regresi ganda.

Hasil penelitian menunjukkan bahwa 1) Motivasi kerja karyawan berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ($r = 0,4129$ dan nilai $t_{hit} = 3,523 > t_{tab} = 2,009$) 2) Disiplin kerja karyawan berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ($r = 0,463$ dan nilai $t_{hit} = 2,860 > t_{tab} = 2,009$) 3) Tingkat pendidikan karyawan berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ($r = 0,463$ dan nilai $t_{hit} = 2,860 > t_{tab} = 2,009$) 4) Motivasi, disiplin dan tingkat pendidikan karyawan secara bersama-sama berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ($f_{hit} = 11,891 > f_{tab} = 2,807$).

ABSTRACT

THE RELATIONSHIP BETWEEN WORK MOTIVATION, WORK DICIPLINE AND EDUCATIONAL LEVEL OF EMPLOYEE WITH WORK PRODUCTIVITY OF EMPLOYEE

A Case Study of Employee at Sewing Department
PT. Buana Samudera Lestari Garment Company Jakarta, 2003

LUCIA HARYANTI
Sanata Dharma University
Yogyakarta
2003

This research was aimed to know whether or not there was positive and significant relationship between: 1) work motivation of employee and work productivity of employee. 2) work discipline of employee and work productivity of employee. 3) educational level of employee and work productivity of employee. 4) work motivation, educational level and work discipline of employee taken together and work productivity of employee.

This case study research was conducted at “ PT Buana Samudera Lestari” Garment Company, Jakarta in January 2003.

The population in this research was 500 employees, with a number of samples were 50 people or as much as 10 %. The technique of sample taking used was random sampling. The techniques of data collecting used were 1) interviews, 2) documentation, 3) observation, 4) questionnaire. The technique of data analysis used were 1) the correlation of product moment, 2) the analysis of multiple regression.

The result of the research showed that 1) the work motivation of employee influenced the work productivity of employee positively and significantly ($r = 0,4129$ and t_{count} value was $3,523 > t_{table} = 2,009$), 2) the work discipline of employee influenced the work productivity of employee positively and significantly ($r = 0,463$ and t_{count} value = $2,860 > t_{table} = 2,009$), 3) the educational level of employee influenced the work productivity of employee positively and significantly ($r = 0,463$ and t_{count} value = $2,860 > t_{table} = 2,009$), 4) the motivation, discipline and the educational level of employee taken together were influenced the work productivity of employee positively and significantly ($f_{count} = 11,891 > f_{table} = 2,807$).