

## ABSTRAK

### Hubungan Antara Motivasi Kerja Karyawan, Tingkat Pendidikan Karyawan dan Gaya Kepemimpinan Atasan dengan Produktivitas Karyawan.

Studi Kasus pada Karyawan Bagian Penjahitan  
PT. Aseli Dagadu Djokdja, Yogyakarta 2003

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2003

Penelitian ini bertujuan untuk mengetahui ada tidaknya hubungan yang positif dan signifikan antara : (1) motivasi kerja karyawan dan produktivitas kerja karyawan. (2) tingkat pendidikan karyawan dan produktivitas kerja karyawan. (3) gaya kepemimpinan atasan dan produktivitas kerja karyawan. (4) motivasi kerja, tingkat pendidikan, gaya kepemimpinan atasan secara bersama-sama dengan produktivitas kerja karyawan.

Penelitian studi kasus ini dilaksanakan di PT. Aseli Dagadu Djokdja pada bulan Mei 2003.

Populasi dalam penelitian ini berjumlah 50 orang karyawan, dengan sampel sejumlah 30 orang atau 15 %. Teknik pengambilan sampel dengan menggunakan *random sampling*. Teknik pengumpulan data yang digunakan adalah (1) kuesioner (2) dokumentasi, (3) wawancara. Teknik analisis data adalah (1) korelasi *product moment* untuk menjawab masalah pertama, kedua, dan ketiga, (2) analisis *korelasi ganda* untuk menjawab masalah keempat.

Hasil penelitian menunjukkan bahwa: (1) Motivasi kerja karyawan berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ( $r = 0,547$  dan nilai  $t_{hit} = 2,062 > t_{tab} = 2,042$ ). (2) Tingkat pendidikan karyawan berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ( $r = 0,669$  dan nilai  $t_{hit} = 3,462 > t_{tab} = 2,042$ ). (3) Gaya kepemimpinan atasan berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ( $r = 0,361$  dan nilai  $t_{hit} = 2,749 > t_{tab} = 2,042$ ). (4) Motivasi, tingkat pendidikan, gaya kepemimpinan atasan secara bersama-sama berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ( $f_{hit} = 16,858 > f_{tab} = 2,975$ ).

## ABSTRACT

### **THE RELATIONSHIP BETWEEN WORK MOTIVATION OF EMPLOYEES, EDUCATIONAL LEVEL OF EMPLOYEES, SUPERIOR LEADERSHIP STYLE AND WORK PRODUCTIVITY OF EMPLOYEES**

**A Case Study of Employees at Sewing Departement  
“PT. Aseli Dagadu Djokdja”, Garment Company Yogyakarta 2003**

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This research was aimed to know whether or not there was positive and significant relationship between : (1) work motivation of employees and work productivity of employees. (2) educational level of employees and work productivity of employees. (3) superior leadership style and work productivity of employees. (4) work motivation, educational level, and superior leadership style taken together and work productivity of the employees.

This case study research was conducted at “ PT Aseli Dagadu Djokdja” Garnent Company, Yogyakarta in May 2003.

The population in this research was 50 employees, with a number of samples were 30 people or as much as 15%. The technique of sample taking used was random sampling. The techniques of data collecting were used (1) questionnaire, (2) documentation, (3) interviews. The analysis technique of data used were (1) product moment correlation to answer the first, second, and third problems 2) multiple correlation analysis to answer the fourth problems.

The result of the research show that (1) the work motivation of the employees related with work productivity of employees positively and significantly ( $r = 0,547$  and  $t_{\text{count}} = 2,062 > t_{\text{table}} = 2,042$ ), (2) the educational level of employees related with the work productivity of employees positively and significantly ( $r = 0,669$  and  $t_{\text{count}} = 3,462 > t_{\text{table}} = 2,042$ ), (3) the superior leadership style related with the work productivity of employees positively and significantly ( $r = 0,361$  and  $t_{\text{count}} = 2,749 > t_{\text{table}} 2,042$ ), (4) the motivation of employees, the educational level of employees and the superior leadership style taken together related with the work productivity of employees positively and significantly ( $f_{\text{count}} = 16,858 > f_{\text{table}} 2,975$ ).