

ABSTRAK

ANALISIS HUBUNGAN ANTARA DISIPLIN KERJA, MOTIVASI KERJA, DAN PENGALAMAN KERJA DENGAN PRODUKTIVITAS KERJA KARYAWAN

Studi kasus pada perusahaan Dian Mandala Marine Leather Manufacturer dan Exporter Yogyakarta.

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Tujuan penelitian ini adalah untuk mengetahui : 1) hubungan antara disiplin kerja dengan produktivitas kerja karyawan, 2) hubungan antara motivasi kerja dengan produktivitas kerja karyawan, 3) hubungan antara pengalaman kerja dengan produktivitas kerja karyawan, 4) hubungan antara disiplin kerja, motivasi kerja, dan pengalaman kerja secara bersama-sama dengan produktivitas kerja karyawan.

Penelitian studi kasus ini dilaksanakan di perusahaan Dian Mandala Yogyakarta pada bulan Juli sampai Agustus 2003.

Teknik pengumpulan data yang digunakan adalah : 1) wawancara, 2) kuesioner, dan 3) dokumentasi. Populasi yang sekaligus menjadi sampel dalam penelitian ini adalah semua karyawan bagian barang jadi (bagian jahit) yang berjumlah 30 karyawan.

Untuk menjawab permasalahan pertama, kedua, dan ketiga digunakan teknik analisis korelasi *product moment*, sedangkan untuk menjawab permasalahan keempat digunakan analisis regresi ganda.

Hasil penelitian menunjukkan bahwa : 1) ada hubungan positif dan signifikan antara disiplin kerja dengan produktivitas kerja karyawan ($r_{x1y} = 0,611$; $p = 0,006$, dan nilai $t_{hit} = 4,0841 > t_{tab} = 1,701$), 2) ada hubungan positif dan signifikan antara motivasi kerja dengan produktivitas kerja karyawan ($r_{x2y} = 0,601$; $p = 0,007$ dan nilai $t_{hit} = 3,9745 > t_{tab} = 1,701$), 3) ada hubungan positif dan signifikan antara pengalaman kerja dengan produktivitas kerja karyawan ($r_{x3y} = 0,5953$; $p = 0,008$ dan nilai $t_{hit} = 3,920 > t_{tab} = 1,701$), 4) disiplin kerja, motivasi kerja, dan pengalaman kerja secara bersama-sama berpengaruh terhadap produktivitas kerja karyawan secara positif dan signifikan ($R_{y123} = 0,812$; $p = 0,000$).

ABSTRACT

AN ANALYSIS ON THE RELATIONSHIP BETWEEN WORK DISCIPLINE, WORK MOTIVATION, AND JOB EXPERIENCE WITH EMPLOYEES' WORK PRODUCTIVITY

A case study at “Dian Mandala” company of Marine Leather Manufacturer and Exporter Yogyakarta.

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This research aimed to know the relationship between : 1) work discipline with employees' work productivity, 2) work motivation with employees' work productivity, 3) job experience with employees' work productivity, 4) work discipline, motivation work, and job experience taken together with employees' work productivity.

The research of this case study was done in “Dian Mandala” Yogyakarta from July to August 2003.

The techniques of data collecting used were 1) interviews, 2) questionnaire, and 3) documentation. The population that also became the sample in this research was all employees at finished goods section (sewing section) amounting to 30 employees.

To answer the first, second, and third problems, correlation analysis technique of product moment was used. Meanwhile, to answer the fourth problem, multiple regression analysis was used.

The result of the research indicated that 1) there was a positive and significant relationship between work discipline with the employees' work productivity ($r_{x1y} = 0,611$; $p = 0,006$, and $t_{count} = 4,0841 > t_{table} = 1,701$), 2) there was a positive and significant relationship between work motivation with the employees' work productivity ($r_{x2y} = 0,601$; $p = 0,007$ and $t_{count} = 3,9745 > t_{table} = 1,701$), 3) there was a positive and significant relationship between job experience with the employees' work productivity($r_{x3y} = 0,5953$; $p = 0,008$ and $t_{count} = 3,920 > t_{table} = 1,701$), 4) work discipline, motivation work, job experience taken together had an effect on the employees' work productivity positively and significantly ($R_{y123} = 0,812$; $p = 0,000$).