

ABSTRAK

PENGARUH KEDISIPLINAN KERJA, PENGALAMAN KERJA DAN KELAYAKAN KOMPENSASI TERHADAP PRODUKTIVITAS KERJA KARYAWAN

Studi Kasus pada Perusahaan Dian Handycraft, Kulon Progo

**DARUPADI TAWANG PAMBAJENG
UNIVERSITAS SANATA DHARMA
YOGYAKARTA
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Penelitian ini bertujuan untuk mengetahui ada tidaknya (1) Pengaruh secara positif dan signifikan antara kedisiplinan kerja terhadap produktivitas kerja karyawan, (2) Pengaruh secara positif dan signifikan antara pengalaman kerja terhadap produktivitas kerja karyawan, (3) Pengaruh secara positif dan signifikan antara kelayakan kompensasi terhadap produktivitas kerja karyawan, (4) Pengaruh secara positif dan signifikan antara kedisiplinan kerja, pengalaman kerja dan kelayakan kompensasi terhadap produktivitas kerja karyawan.

Penelitian studi kasus ini dilaksanakan di Perusahaan Dian Handycraft, Kulon Progo pada bulan April tahun 2004 pada karyawan bagian produksi yang berjumlah 30 orang. Teknik analisis data yang digunakan adalah (1) korelasi product moment dan (2) teknik korelasi ganda.

Hasil penelitian menunjukkan bahwa: (1) Ada pengaruh secara positif dan signifikan antara kedisiplinan kerja terhadap produktivitas kerja karyawan ($r_{xy} = 0,581$ dan $t_{hitung} = 5,711 > t_{tabel} = 1,701$), (2) Ada pengaruh secara positif dan signifikan antara pengalaman kerja terhadap produktivitas kerja karyawan ($r_{xy} = 0,745$ dan $t_{hitung} = 8,982 > t_{tabel} = 1,701$), (3) Ada pengaruh secara positif dan signifikan antara kelayakan kompensasi terhadap produktivitas kerja karyawan ($r_{xy} = 0,761$ dan $t_{hitung} = 3,949 > t_{tabel} = 1,701$), (4) Ada pengaruh secara positif dan signifikan antara kedisiplinan kerja, pengalaman kerja dan kelayakan kompensasi terhadap produktivitas kerja karyawan ($R_{y1,2,3} = 0,954$ dan $F_{hitung} = 87,57 > F_{tabel} = 2,98$)

ABSTRACT

THE INFLUENCE OF WORKING DISCIPLINE, WORKING EXPERIENCE AND COMPENSATION TOWARD EMPLOYEE'S PRODUCTIVITY

A Case Study at "Dian" Handycraft Company, Kulon Progo

DARUPADI TAWANG PAMBAJENG
SANATA DHARMA UNIVERSITY
YOGYAKARTA
2004

This research objected to know whether or not there were any (1) Positive and significant influence of working discipline toward employee's productivity, (2) Positive and significant influence of working experience toward employee's productivity, (3) Positive and significant influence of compensation toward employee's productivity, (4) Positive and significant influence of working discipline, working experience and compensation toward employee's productivity.

This research was conducted at "Dian" Handycraft Company, Kulon Progo on April 2004 upon 30 employees at production department. The data analysis technique used were Product Moment Correlation and Multiple Correlation Technique.

The research results showed that: (1) There was a positive and significant influence of working discipline toward employee's productivity ($r_{xy} = 0,581$ and $t_{count} = 5,711 > t_{table} = 1,701$), (2) There was a positive and significant influence of working experience toward employee's productivity ($r_{xy} = 0,745$ and $t_{count} = 8,982 > t_{table} = 1,701$), (3) There was a positive and significant influence of compensation toward employee's productivity ($r_{xy} = 0,761$ and $t_{count} = 3,949 > t_{table} = 1,701$), (4) There was a positive and significant influence of working discipline, working experience and compensation toward employee's productivity ($R_{y1,2,3} = 0,954$ and $F_{count} = 87,57 > F_{table} = 2,98$)