

ABSTRAK

PENGARUH ETOS KERJA DAN KEPUASAN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN DI PERTENUNAN DESA BORO KALIBAWANG KABUPATEN KULON PROGO

Anggi Budi Faderika Maria Magdalena
Universitas Sanata Dharma
Yogyakarta
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Penelitian bertujuan untuk: (1) menguji dan menganalisis pengaruh etos kerja terhadap produktivitas kerja karyawan; (2) menguji dan menganalisis pengaruh kepuasan kerja terhadap produktivitas kerja karyawan; serta (3) menguji dan menganalisis pengaruh etos kerja dan kepuasan kerja terhadap produktivitas kerja karyawan.

Penelitian ini merupakan penelitian eksplanatori yang dilaksanakan pada bulan April – Mei 2016. Populasi penelitian adalah karyawan produksi tenun di Pertenunan Desa Boro Kalibawang Kabupaten Kulon Progo sebanyak 42 orang. Sampel diambil dengan teknik sampling jenuh. Data dikumpulkan dengan menggunakan kuesioner. Variabel terikat penelitian adalah produktivitas kerja karyawan, sedangkan variabel bebas penelitian adalah etos kerja dan kepuasan kerja karyawan. Analisis data dilakukan dengan metode regresi linear berganda.

Hasil penelitian menunjukkan bahwa: (1) ada pengaruh etos kerja terhadap produktivitas kerja karyawan; (2) ada pengaruh kepuasan kerja terhadap produktivitas kerja karyawan; serta (3) etos kerja dan kepuasan kerja dapat menjadi prediktor produktivitas kerja karyawan.

Kata kunci: etos kerja, kepuasan kerja, produktivitas kerja karyawan

ABSTRACT

**THE EFFECTS OF WORK ETHICS AND JOB SATISFACTION
TOWARD THE EMPLOYEES' WORK PRODUCTIVITY IN WEAVING
INDUSTRY AT BORO KALIBAWANG KULON PROGO**

Anggi Budi Faderika Maria Magdalena
Sanata Dharma University
Yogyakarta
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The research aimed to: (1) test and analyze the effects of work ethics toward the work productivity of the employees; (2) test and analyze the effects of job satisfaction toward the work productivity of the employees; and (3) test and analyze the effects of work ethics and job satisfaction toward the work productivity of the employees.

The research was in nature an explanatory one which was done in the time span from April until May 2016. The population, amounting to 42 persons, was the employees of weaving industry at Boro Kalibawang Village Kulon Progo. The sampling technique used was a saturation one. The instruments to collect data were questionnaires. The dependent variable was the work productivity of the employees, while the independent one was the employees' work ethics and job satisfaction. The data were analyzed using multiple linear regression method.

The results of research showed that: (1) there were effects of work ethics toward the work productivity of the employees; (2) there were also effects of job satisfaction toward their work productivity; and (3) work ethics and job satisfaction may become predictors of employees' work productivity.

Keywords: work ethics, job satisfaction, employees' work productivity