

HUBUNGAN MOTIVASI KERJA, PENGALAMAN KERJA, DAN IKLIM KERJA DENGAN PRODUKTIVITAS KERJA KARYAWAN

Studi Kasus pada Perusahaan Gerabah Kasongan Bantul

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Penelitian ini bertujuan untuk mengetahui: (1). Hubungan motivasi kerja dengan produktivitas kerja karyawan. (2). Hubungan pengalaman kerja dengan produktivitas kerja karyawan. (3). Hubungan iklim kerja dengan produktivitas kerja karyawan. (4). Hubungan motivasi kerja, pengalaman kerja, dan iklim kerja dengan produktivitas kerja karyawan.

Penelitian studi kasus pada Perusahaan Gerabah Kasongan Bantul ini dilaksanakan pada bulan Februari sampai dengan bulan Maret 2009. Populasi dari penelitian ini adalah seluruh karyawan di Perusahaan Gerabah Kasongan Bantul. Ukuran sampel dalam penelitian ini adalah seluruh karyawan yang ada pada saat penelitian dilaksanakan yaitu 35 orang. Teknik pengumpulan data menggunakan kuesioner. Teknik analisis data menggunakan analisis korelasi *Product Moment* dan analisis korelasi ganda.

Hasil penelitian menunjukkan bahwa: (1). Ada hubungan motivasi kerja dengan produktivitas kerja karyawan yang ditunjukkan dengan nilai $r_{hitung} = 0,845 > 0,000$ dan nilai $t_{hitung} = 2,526 > t_{tabel} = 2,035$. (2). Ada hubungan pengalaman kerja dengan produktivitas kerja karyawan yang ditunjukkan dengan nilai $r_{hitung} = 0,824 > 0,000$ dan nilai $t_{hitung} = 2,259 > t_{tabel} = 2,035$. (3). Ada hubungan iklim kerja dengan produktivitas kerja karyawan yang ditunjukkan dengan nilai $r_{hitung} = 0,075 > 0,000$ dan nilai $t_{hitung} = 2,591 > t_{tabel} = 2,035$. (4). Ada hubungan motivasi kerja, pengalaman kerja, dan iklim kerja dengan produktivitas kerja karyawan yang ditunjukkan dengan nilai $R_{hitung} = 0,795 > 0,000$ dan nilai $F_{hitung} = 39,980 > F_{tabel} = 2,910$.

ABSTRACT**THE RELATION OF WORKING MOTIVATION, WORKING
EXPERIENCE, AND WORKING SITUATION WITH
THE WORKERS' WORKING PRODUCTIVITY**
A Case Study of Kasongan Bantul Earthenware Business

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This research aims to obtain: (1) the relation of working motivation with workers' working productivity; (2) the relation of working experiences with workers' working productivity; (3) the relation of working situation with workers' working productivity; (4) the relation of working motivation, working experiences, and working situation with workers' working productivity.

This case study research of Kasongan Bantul Earthenware Business was conducted from February to March 2009. The population of this research was all workers' of the Kasongan Bantul Earthenware Business. The samples of this research were 35 workers who were present when the research was conducted. The gathering technique method was questionnaire. The techniques of analyzing the data were Product Moment correlation analysis and multiple correlation analysis.

The result of the research shows that: (1) there is a relation of working motivation with workers' working productivity which is shown by r_{cal} value = 0,845 > 0,000 and t_{cal} value = 2,526 > $t_{tab} = 2,035$; (2) there is a relation of working experience with workers' working productivity which is shown by r_{cal} value = 0,824 > 0,000 and t_{cal} value = 2,259 > $t_{tab} = 2,035$; (3) there is a relation of working situation with workers' working productivity which is shown by r_{cal} value = 0,075 > 0,000 and t_{cal} value = 2,591 > $t_{tab} = 2,035$; (4) there is a relation of working motivation, working experience, and working situation with workers' working productivity which is shown by R_{cal} value = 0,795 > 0,000 and F_{cal} value = 39,980 > $F_{tab} = 2,910$.