

ABSTRAKSI

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PENGARUH PELATIHAN DAN MOTIVASI TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN PRODUKSI PADA PT. ALAM LESTARI UNGGUL.

Skripsi. Program Studi Manajemen. 2023

Kata Kunci : Pengaruh Pelatihan, Motivasi dan Produktivitas Kerja Karyawan.

Penelitian ini bertujuan untuk menganalisis dan mengetahui apakah Pelatihan Kerja dan Motivasi terhadap Produktivitas Karyawan Bagian Produksi berpengaruh pada PT. Alam Lestari Unggul. Sampel yang digunakan penulis dalam penelitian ini sebanyak 80 responden dan pengambilan sampel menggunakan teknik *random sampling*. Pada penelitian kali ini analisis data yang dilakukan menggunakan bantuan SPSS versi 26. Sedangkan teknik pengujian data yang dilakukan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji normalitas, analisis korelasi parsial, koefisien determinasi, uji regresi linear berganda, dan uji hipotesis (uji t dan F). Hasil penelitian menunjukkan bahwa Pelatihan berpengaruh terhadap Produktivitas Kerja Karyawan. Dan Motivasi berpengaruh terhadap Produktivitas Kerja Karyawan. Dari hasil uji t parsial untuk variabel Pelatihan (X_1) diperoleh $t_{hitung} = 7,719 > t_{tabel} 1,991$. Maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh Pelatihan terhadap Produktivitas Kerja Karyawan di PT. Alam Lestari Unggul. Persentase Pelatihan terhadap Produktivitas Kerja Karyawan di PT. Alam Lestari Unggul sebesar 54,9%. serta hasil uji parsial untuk variabel Motivasi (X_2) diperoleh $t_{hitung} = 5,870 > t_{tabel} 1,991$. Maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh motivasi terhadap Produktivitas Kerja Karyawan di PT. Alam Lestari Unggul. Persentase motivasi terhadap Produktivitas Kerja Karyawan di PT. Alam Lestari Unggul sebesar 41,8%. Untuk hasil uji F untuk variabel Pelatihan (X_1) dan Motivasi (X_2) diperoleh $F_{hitung} = 120,743 > F_{tabel} 0,05 = 3,114$. Maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh Pelatihan dan Motivasi terhadap Produktivitas Karyawan Bagian Produksi berpengaruh pada PT. Alam Lestari Unggul. Persentase pengaruh Pelatihan Kerja dan Motivasi terhadap Produktivitas Karyawan sebesar 75,2% sedangkan sisanya 24,8% dipengaruhi oleh faktor lain.

ABSTRACTION

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THE INFLUENCE OF TRAINING AND MOTIVATION ON WORK PRODUCTIVITY OF PRODUCTION DEPARTMENT EMPLOYEES AT PT. ALAM LERTARI UNGGUL.

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Keywords: Effect of Training, Motivation and Work Productivity of Employees.

This study aims to analyze and find out whether Job Training and Motivation on Employee Productivity in the Production Department have an effect on PT. Superior Sustainable Nature. The sample used by the author in this study was 80 respondents and the sample was taken using a random sampling technique. In this study, data analysis was carried out using SPSS version 26. While the data testing techniques carried out in this study were validity test, reliability test, normality test, partial correlation analysis, coefficient of determination, multiple linear regression test, and hypothesis testing (test t and F). The results of the study show that training has an effect on employee productivity. And motivation has an effect on employee productivity. From the results of the partial t test for the Training variable (X1) it is obtained $t \text{ count} = 7.719 > t \text{ table } 1.991$. Then $H_0 = \text{Rejected}$ and $H_a = \text{Accepted}$. So there is an effect of training on employee work productivity at PT. Superior Sustainable Nature. Percentage of Training on Employee Work Productivity at PT. Alam Lestari Superior by 54.9%. and the results of the partial test for the motivation variable (X2) obtained $t \text{ count} = 5,870 > t \text{ table } 1,991$. Then $H_0 = \text{Rejected}$ and $H_a = \text{Accepted}$. So there is a motivational influence on Employee Work Productivity at PT. Superior Sustainable Nature. Percentage of motivation on Employee Productivity at PT. Alam Lestari Superior by 41.8%. For the results of the F test for the variables Training (X1) and Motivation (X2) obtained $F \text{ count} = 120.743 > F \text{ table } 0.05 = 3.114$. Then $H_0 = \text{Rejected}$ and $H_a = \text{Accepted}$. So there is an influence of Training and Motivation on Employee Productivity Production Section has an effect on PT. Superior Sustainable Nature. The percentage effect of Job Training and Motivation on Employee Productivity is 75.2% while the remaining 24.8% is influenced by other factors.