

PENGARUH UPAH DAN PELATIHAN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN UD DUPA JULUNGWANGI

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ABSTRAK

Penelitian ini bertujuan untuk memperoleh bukti empiris mengenai: (1) pengaruh upah terhadap produktivitas kerja, (2) pengaruh pelatihan kerja terhadap produktivitas kerja, (3) pengaruh upah dan pelatihan kerja terhadap produktivitas kerja karyawan UD Dupa Julungwangi. Penelitian ini menggunakan pendekatan kuantitatif kausal. Subjek dalam penelitian ini adalah karyawan UD Dupa Julungwangi, sedangkan objek penelitian ini meliputi upah, pelatihan kerja, dan produktivitas kerja. populasi penelitian ini berjumlah 35 orang karyawan. Teknik penentuan sampel menggunakan sampling jenuh, sehingga seluruh populasi dijadikan sampel penelitian. Pengumpulan data dilakukan melalui penyebaran kuesioner untuk memperoleh data mengenai upah, pelatihan kerja, dan produktivitas kerja. Data penelitian dianalisis menggunakan metode regresi linier berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa: (1) upah berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan UD Dupa Julungwangi, (2) pelatihan kerja berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan UD Dupa Julungwangi, (3) upah dan pelatihan kerja secara simultan berpengaruh signifikan terhadap produktivitas kerja karyawan UD Dupa Julungwangi.

Kata kunci: upah, pelatihan kerja, produktivitas kerja.

***THE EFFECT OF WAGES AND JOB TRAINING ON EMPLOYEE WORK
PRODUCTIVITY AT UD DIPA JULUNGWANGI***

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ABSTRACT

This study aims to obtain empirical evidence regarding: (1) the effect of wages on employee work productivity, (2) the effect of job training on employee work productivity, and (3) the simultaneous effect of wages and job training on employee work productivity at UD DIPA Julungwangi. This study employs a causal quantitative approach. The subjects of this study are employees of UD DIPA Julungwangi, while the research variables consist of wages, job training, and work productivity. The study population comprises 35 employees. A saturated sampling technique was employed, whereby the entire population was included as the research sample. Data were collected through questionnaires to obtain information on wages, job training, and work productivity. The data were analyzed using multiple linear regression with the assistance of SPSS software. The results indicate that: (1) wages have a positive and significant effect on employee work productivity at UD DIPA Julungwangi, (2) job training has a positive and significant effect on employee work productivity at UD DIPA Julungwangi, and (3) wages and job training simultaneously have a significant effect on employee work productivity at UD DIPA Julungwangi.

Keywords: wages, job training, work productivity.