

**Factors Affecting Labor Productivity of Vannamei Shrimp Head  
Cutting Section (*Litopenaeus vannamei*)  
(Case Study pt. Panca Mitra Multiperdana Situbondo Regency)**

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**ABSTRACT**

This research is motivated because vannamei shrimp is one of the highest contributors to exports, in increasing the shrimp export target, the role of companies is needed to increase their production, where the part that plays an important role in the production process is the production part. As a company engaged in shrimp exports, PT Panca Mitra Multiperdana needs to increase work productivity, especially the labor of the shrimp head cutting department so that it can increase its production. This labor productivity is influenced by factors of work experience, wages and the working environment. The methods used are observation, questionnaires, interviews and literature studies. The number of respondents who were sampled was 94 people. The data analysis techniques used are validity and reliability tests, classical assumption tests, multiple linear regression, coefficient of determination (R<sup>2</sup>) analysis, F tests and t tests using the SPSS 22.0 for windows analysis tool. Simultaneous testing or F test obtained that factors of work experience, wages and work environment simultaneously have a significant effect on labor productivity. Partial testing or t-test obtained that the variables of work experience, wages and work environment have a significant effect on labor productivity.

*Keywords : Work Experience, Wages, Work Environment, Productivity.*