

Analysis of Factors Determining Labour Productivity in PT. Argopuro Bumi Santoso

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ABSTRACT

A company's triumph is if the company can obtain maximum production results, however, that triumph must be encouraged by labour to achieve a common goal. One of the factors that affect the company's triumph is labour productivity. In improving labour productivity, it needs to concentrate on several factors such as age, capability, and salary. This research was conducted in PT. Argopuro Bumi Santoso on labour productivity in the production section of 36 workers. These variables were assumed that affect labour productivity in PT. Argopuro Bumi Santoso. This research aims to simultaneously partially and dominantly recognize the influence of age variable, capability variable, and salary variable on labour productivity in PT. Argopuro Bumi Santoso. The data were collected through distributing questionnaire that employs the Likert scale in its measurement. Data analysis of the research employed multiple linear regression method, coefficient determination, also the F test and t-test. Based on F test results, it was found that variable Age (X_1), capability (X_2), and Salary (X_3) simultaneously exert significant influence on labour productivity (Y) in PT. Argopuro Bumi Santoso, with a significant level of 0.005. Based on analysis t-test results (partial), it showed that Variable Age (X_1) exerts significant influence on labour productivity with significant value of 0.022, Variable Capability (X_2) significantly affects labour productivity with significant value of 0.001, Variable Salary (X_3) does not have a significant effect on labour productivity with significant value of 0.518.

Keywords: Age, Capability, Salary, and Productivity