

***The Influence of Motivation, Compensation and Work Environment on
Workforfe Productivity in the Sorting Section at PTPN X (PERSERO)
Kertosari Jember Garden***

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ABSTRACT

This research is motivated because Indonesia is one of the sixth largest tobacco producing countries in the world, where there are several cities that are famous for their tobacco production, such as in Jember. In Jember there are several warehouses where tobacco processing is located, including at PTPN X (PERSERO) Kebun Kertosari Jember. This study aims to determine the effect of motivation, compensation and work environment on labor productivity in the sorting department at PTPN X (PERSERO) Kebun Kertosari Jember. The methods used are observation, questionnaires, interviews and literature studies. The number of respondents who were sampled was 98 people. The analysis technique used is the validity and reliability test, classical assumption test, multiple linear regression, determination analysis, F test and t test using the SPSS 22.0 for windows analysis tool. The test results show that (1) the motivation variable (X1), compensation (X2) and the work environment (X3) simultaneously have a significant effect on productivity (Y). (2) the variables of motivation (X1), compensation (X2) and work environment (X3) partially have a significant effect on productivity (Y). (3) The variable that has the most dominant influence on labor productivity (Y) at PTPN X (PERSERO) Kebun Kertosari Jember is the work environment variable (X3).

Keywords: Motivation, Compensation, Work Environment, Productivity