

# **The Effect of Skills, Experience, and Raw Materials on Work Productivity of Production Section Employees at Tofu "Kurma" Companies in Bondowoso Regency**

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## **ABSTRACT**

Employee productivity is one of the benchmarks for success in producing a product or service in a company to achieve its goals. There are various kinds of factors that can affect the increase in work productivity, such as human resource factors, namely labor and natural resources, namely raw materials. By paying attention to this, it is expected to increase work productivity, namely the skills and experience of production employees and the types of raw materials used as input in the production process. This research was conducted at Tofu Company "Kurma" in Bondowoso Regency. Data collection methods used were observation, interviews, questionnaires, and company documents, the number of respondents sampled was 40 production employees. The analysis technique used is multiple linear regression analysis, coefficient of determination analysis, F test, and t test. The results of testing using the SPSS 25.0 for windows application tool can be concluded that (1) variable skills (X1), experience (X2), and raw materials (X3) simultaneously have a significant effect on work productivity (Y) for employees in the production section of the company. Tofu "dates" in Bondowoso Regency. (2) The skill variable (X1) has a significant effect on the work productivity (Y) of the production employees at the "Kurma" Tofu Company in Bondowoso Regency. (3) The variable of experience (X2) has a significant effect on work productivity (Y) of employees in the production division at the "Kurma" Tofu Company in Bondowoso Regency. (4) The raw material variable (X3) has a significant effect on the work productivity (Y) of the production employees at the "Kurma" Tofu Company in Bondowoso Regency. (5) The skill variable (X1) is the most dominant variable affecting work productivity (Y) of the production employees at the Tofu Company "Kurma" in Bondowoso Regency.

Keywords: Work Productivity, Skills, Experience and Raw Materials