

**Faktor-faktor yang mempengaruhi Produktivitas kerja karyawan bagian  
Pelintingan skt pada perusahaan Gagak Hitam Bondowoso** (*The Factors That  
Influence Work Productivity Of Employee Of Pelintingan Skt Division At  
Gagak Hitam Company bondowoso*)

Siti Nur Hikmahyani  
*Study Program of Agroindustry Management  
Majoring of Agribusiness Management*

**ABSTRACT**

*The purpose of this research was to know the factors that influence work productivity of employee of Pelintingan SKT division at Gagak Hitam Company Bondowoso. Population in this research as many as 262 of freelance workers. Taking process of sample was using technique of simple random sampling as big as 72 of respondent. Data used is primary and secondary data. The technique of data analysis which had been used was Multiple Linear Regression Analysis and Classic Assumption Test by using SPSS 16.0 program for Windows. Result of the research that had been done by through regression trial showed up a variable that significantly influence toward the productivity of worker was individual characteristic, years of service, and work environment. Whereas, influenced variable was not significant toward the productivity of workers was work motivation. Trial of regression F showed that the individual characteristic, years of service, work environment and work motivation simultaneously influenced significantly toward productivity of worker.*

*Keywords: Individual Characteristic, Years of Working, Working Environment,  
Working Motivation and Labour's Productivity*