

Pengaruh Motivasi, Kepuasan dan Lingkungan Kerja Terhadap Peningkatan Produktivitas Karyawan Bagian Sortasi PTPN XII (Persero) Kebun Banjarsari Kecamatan Bangsalsari Jember *(The influence of motivation, satisfaction and working environment Against the employee productivity part sorting PTPN XII (Persero) Kebun Banjarsari Bangsalsari Distrit Of Jember)*

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ABSTRACT

This thesis entitled influence of motivation, satisfaction and working environment Against the employee productivity part sorting PTPN XII (Persero) Kebun Banjarsari Bangsalsari Distrit Of Jember. The purpose of this study are (1) the effect of motivation, satisfaction and working environment of the employee productivity simultaneously or partial, (2) the variable of the most dominant influence the employee productivity. Independent variables in this study are motivation (X_1), satisfaction (X_2) and work environment (X_3). Mechanical sampling in this study is using census. The spread of the questionnaire conducted on 40 respondents, the target of the Respondents such as: employees factory section sorting analysis technique used in this study is the multiple regression, from the test results using the techniques multiple regression analysis with SPSS 16.0 could be concluded that: (1) simultaneously motivation, satisfaction and working environment affect the employee productivity. (2) partially motivation and job satisfaction is not affect the employee productivity, while the working environment significant influence to the employee productivity. (3) in the motivation variables, satisfaction and working environment showed that the variable work environment has the most dominant effect to the labour productivity of the staff.

Keywords: *Motivation, Satisfaction, Work Environment, Labor Productivity.*