

***The Factors Affect Labor Productivity In PTPN XII Kebun Renteng Afdeling Rayap Pabrik Kopi District Of Jember*** (Faktor-Faktor Yang Mempengaruhi Produktivitas Tenaga Kerja Di PTPN XII Kebun Renteng Afdeling Rayap Pabrik Kopi Kabupaten Jember)

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**ABSTRACT**

*PT. Perkebunan Nusantara XII Kebun Renteng Afdeling Pabrik Kopi is one part Afdeling Renteng Gardens which is engaged in coffee plantations agro-industry. PT Perkebunan Nusantara XII Kebun Renteng Afdeling Pabrik Kopi is located in Kemuning villlage Arjasa District of Jember. The purpose of this research is to analyze and examine whether there is influence of variables - variables simultaneously , partially and the variable most dominant influence on labor productivity at PT Perkebunan Nusantara XII Renteng Cambodgien Gardens Termites Coffee Factory Jember. This study took a sample of 50 respondents from a population of 215 workers. Data were analyzed with the help of SPSS Statistics software version 19 with multiple linear regression model . Before analyzing the multiple linear regression to test the validity and reliability testing. Results from the study showed that regression testing indicate that the F test of all independent variables have a significant effect on labor productivity . Regression testing t test showed that the independent variables affect the productivity of labor is the variable level of education , age , salary and work experience . While the independent variables were not significant variable educational level , wage and work experience . The dominant variable in influencing labor productivity at PT Perkebunan Nusantara XII Renteng Cambodgien Gardens Termites Coffee Factory is age .*

*Keywords : productivity , education, age , wages , work experience.*