

**SOCIAL AND ECONOMIC FACTORS THAT AFFECTING  
THE EMPLOYEE PRODUCTIVITY IN PACKAGING  
DIVISION GAGAK HITAM CIGARRETE  
COMPANY BONDOWOSO  
REGENCY**

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**ABSTRACT**

Gagak Hitam Cigarette Company is one of the companies located in the Bondowoso regency. At this time the Gagak Hitam cigarette companies have shown a good development. The condition is seen in their effort initially only home industry, but are now beginning to develop. The purpose of this study is to analyze and examine whether or not the influence of the independent variables partially and simultaneously on labor productivity in the Gagak Hitam Cigarette Company Bondowoso especially in the packaging division. This study use 50 workers as a sample of a total population from 66 workers. Data were analyzed using SPSS version 21 with multiple linear regression model. Before analyzing, the first thing to do is to testing the validity and reliability. The results of research conducted regression testing F test showed that all independent variables have a significant effect on labor productivity. Regression testing t test showed that the independent variables have a significant effect on the productivity of labor is the variable wages, work experience. While no significant effect on the productivity of labor is the variable level of education and age in the Gagak Hitam Cigarette Company Section Packaging of Bondowoso regency.

*Keyword: productivity, education level, age, salary, work experience*

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