

***FACTOR-FACTOR WHICH INFLUENCE WORK PRODUCTIVITY
FOREMAN RUBBER ON PTPN XII KEBUN KOTTA
BLATER KABUPATEN JEMBER***

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ABSTRACT

Company is one of the organizations that bring people to run the household production activities where required good management in which one human resource management which is driving a system within the company. The purpose of this research is to analyze and examine whether there is influence of independent and on employee performance of PT. Perkebunan Nusantara XII (Persero) Kebun Kotta Blater Jember. This research took sample 40 permanent employees from total population 40 permanent employees. Data were analyzed using SPSS version 16 with models of path analysis. Before analyzing path to test validity and reliability. Results of research conducted on the test regression showed that the variables that significantly influence the work experience is motivation, variables that significantly influence employee performance is work motivation, work discipline, and work experience. Variabel that significantly influence productivity is motivation and wor experience. While not significant variables that influence on productivity is work discipline and performance.

Kata Kunci : *Motivation, Work Discipline, Work Experience, Performance, And Productivity.*