

**Analysis of Factors Affecting Labor Productivity
At PTPN XII Kebun Kalisanen; Supervisor
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ABSTRACT

This research was conducted to determine the effect of work ethic, discipline and motivation on labor productivity at PTPN XII Kebun Kalisanen Jember. The population used in this research are all workers in the production division, amounting to 80 workers, while the sample used are 48 respondents using the proportioned stratified random sampling technique. This research used a questionnaire tool and is processed using SPSS 21.0 software for windows. The analysis technique used is multiple linear regression analysis. The results of the F test shows that there are a mutual influence between the variables of Work Ethic, Discipline and Motivation on Labor Productivity at PTPN XII Kebun Kalisanen Jember. The results of the t-test in this search shows that Work Ethic and Discipline have no significant effect on productivity, while motivation significantly influence on labor productivity at PTPN XII Kebun Kalisanen. The most dominant variable which affecting labor productivity is Motivation.

Keywords: Work Ethic, Discipline, Motivation, Labor Productivity