

"THE EFFECT OF SALARY, WORK EXPERIENCE AND WORK ENVIRONMENT TO EMPLOYEE PRODUCTIVITY IN PRODUCTION DIVISION IN PT. GADING MAS INDONESIAN TOBACCO JEMBER "

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ABSTRACT

Human resource potention in effects is a asset and hold important role to reach the companie goals succeed or not an organisation to reach the goals is depent to human factor. The needs for quality of human resource will increase produktivity of the employee. This reaserch is intended to 1) analyzing and testing the effect of salary to productivity of employee in production division in PT. GMIT Jember. 2) Analyzing and testing the effect of work experiece to productivity of employee in production division in PT GMIT Jember. 3) Analyzing and testing the effect of work environment to productivity of employee in production devision in PT. GMIT Jember. The method used in this final task is purposive random sampling by using questionnaire as a data collection tool. This research subject is the employee in PT GMIT Jember from sample amount 100 employee in production division. The test simultaneously or F test got that salary factor, work experiece and work environment simultaneously significantly effect to employee productivity. The test partialy or t test got that salary variable and work environment significantly effect to employee productivity and work experiece not significantly effect to employee productivity.

Keywords: workers productivity, salary, work experiece, work environment

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