

Jam kerja karyawan Industri Kecil Pakaian Jadi pada umumnya tidak menentu sebagai akibat adanya konflik kepentingan individu bagi pekerja, serta Industri Kecil Pakaian Jadi (IKPJ) tempat mereka bekerja sangat dipengaruhi oleh permintaan pasar. Selain itu produktivitas karyawan pada Industri Kecil Pakaian Jadi masih sangat rendah.

Penelitian ini bertujuan untuk mengetahui dan menganalisis (1) karakteristik demografi, sosial, dan ekonomi pekerja dan majikan Industri Kecil Pakaian Jadi; (2) hubungan kerja antara majikan dan pekerja serta sesama pekerja; dan (3) faktor-faktor yang mempengaruhi curahan jam kerja dan produktivitas karyawan.

Analisis didasarkan pada 189 responden yang terdiri dari 126 pekerja dan 63 majikan. Teknik analisis dilakukan dengan mengkombinasikan hasil analisis regresi, analisis tabel silang, dan analisis kualitatif.

Hubungan kerja antara majikan dengan pekerja, baik dalam hal upah maupun pendistribusian pekerjaan pada umumnya tidak memperhitungkan hubungan darah (kekerabatan).

Variasi jam kerja majikan hanya di tentukan oleh umur, pendidikan, jumlah tanggungan dan skala usaha. Variabel penting yang berpengaruh kuat terhadap variasi jam kerja pekerja adalah pendidikan, pengalaman kerja, upah, jumlah pekerja dan skala usaha adalah

Produktivitas karyawan yang diukur berdasarkan upah/jam kerja tampak berbeda antara pekerja dan majikan. Produktivitas pekerja ditentukan oleh umur dan pendidikan, sedangkan produktivitas majikan dipengaruhi oleh umur, pendidikan dan skala usaha.

---

Kata kunci : Jam kerja, Produktivitas, Industri Kecil

## ABSTRACT

The working hour of labor of the ready-made garment industry is generally uncertain due to the fact that the market demand for garment is unstable, and the work productivity of the labor is still low.

The objectives of this study are (1) to analyze the demographic, social, and economic characteristics of the workers and employers of the garment industry, (2) to find out the work relationship between workers and employers, and among the workers themselves, (3) to determine factors effecting the working hour of labor, and 4) to examine the labor productivity of the ready-made garment industry.

The samples of the study are 189 respondents, consisting of 126 workers and 63 employers. This study applies regression analysis, cross tabulation, and qualitative analysis.

The work relationship between employers and workers is mainly based on labor market mechanism. Family consideration system is very limited.

Variation in working hour of the employers is determined by their ages, level of education, dependency ratio, and the business scale. Meanwhile, variation in working hour of the workers is determined by their education, work experience, wages, number of workers, and business scale.

Labor productivity, computed based on the wage payment per hour, of the workers is significantly different from that of the employers. Productivity of the workers is determined by work experience and education, whereas that of the employers is influenced by education, number of workers, and business scale.

---

Key word: The working hours, produktivity, ready-made industry.