

INTISARI

Penelitian ini bertujuan menganalisis pengaruh disiplin kerja, keterampilan kerja, dan upah terhadap produktivitas tenaga kerja. Sampel penelitian ini berjumlah 91 orang yang merupakan tenaga kerja pada sentra industri kerajinan bambu di Desa Wisata Brajan, Kabupaten Sleman. Kuesioner dipilih menjadi metode pengumpulan data. Analisis data dilakukan dengan uji validitas, uji reliabilitas, uji regresi linear berganda, uji F, uji t, koefisien determinasi, dan uji asumsi klasik menggunakan aplikasi SPSS 25. Hasil penelitian diperoleh bahwa hipotesis: (1) disiplin kerja berpengaruh signifikan positif terhadap produktivitas, dibuktikan oleh nilai signifikansi $0,016 < 0,05$ dan nilai t hitung $2,469 >$ nilai t-tabel $1,988$; (2) keterampilan kerja berpengaruh signifikan positif terhadap produktivitas, dibuktikan oleh nilai signifikansi $0,021 < 0,05$ dan nilai t hitung $2,348 >$ nilai t-tabel $1,988$; (3) upah berpengaruh signifikan positif terhadap produktivitas, dibuktikan oleh nilai signifikansi $0,026 < 0,05$ dan nilai t hitung $2,263 >$ nilai t-tabel $1,988$; (4) disiplin kerja, keterampilan kerja, dan upah secara bersama-sama berpengaruh signifikan positif terhadap produktivitas, dibuktikan oleh nilai signifikansi $0,000 < 0,05$ dan nilai F hitung $16,643 >$ nilai F tabel $2,71$.

Kata Kunci: disiplin kerja, keterampilan kerja, upah, produktivitas

ABSTRACT

This study aims to analyze the effect of work discipline, work skills, and wages on labour productivity. The sample of this study amounted to 91 people who are employees at the center of the bamboo craft industry in Brajan Tourism Village, Sleman Regency. The questionnaire was chosen as the data collection method. Data analysis was carried out by using the validity test, reliability test, multiple linear regression test, F test, t test, coefficient of determination, and classical assumption test using the SPSS 25 application. The results showed that the hypotheses: (1) work discipline had a significant positive effect on productivity, evidenced by a significance value of $0.016 < 0.05$ and a t-count value of $2.469 >$ a t-table value of 1.988; (2) work skills have a significant positive effect on productivity, as evidenced by a significance value of $0.021 < 0.05$ and a t-count value of $2.348 >$ a t-table value of 1.988; (3) wages have a significant positive effect on productivity, as evidenced by a significance value of $0.026 < 0.05$ and a t-count value of $2.263 >$ a t-table value of 1.988; (4) work discipline, work skills, and wages together have a significant positive effect on productivity, as evidenced by a significance value of $0.000 < 0.05$ and a calculated F value of $16.643 >$ an F table value of 2.71.

Keywords: work discipline, work skills, wages, productivity