

ABSTRACT

THE EFFECT OF WAGES AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE OF PRODUCTION DIVISION PT. SUNG CHANG INDONESIA BANJAR BRANCH

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The aims of this research was to determine and analyze wages, work motivation, employee performance, the effect of wages and work motivation on employee performance of production division PT. Sung Chang Indonesia Banjar Branch. The population in this study were employees of the production division of PT. Sung Chang Indonesia Banjar Branch with a total of 273 people. The number of samples taken using the Slovin formula is 74 people. Sampling technique used proportionate random sampling. This study uses data collection methods in the form of observation, interviews and questionnaires. The data analysis tool used in this research is path analysis. Based on the results of the study it is known that wages are included in the good classification, work motivation included in the fairly good classification, and the performance of employees in the production division of PT. Sung Chang Indonesia Banjar Branch is included in the the good classification, and the simultaneous influence can be concluded that Wages and Work Motivation have an effect on Employee Performance in the production division of PT. Sung Chang Indonesia Banjar Branch. Partially, wages have no significant effect on employee performance and work motivation has a significant effect on employee performance in the production division of PT. Sung Chang Indonesia Banjar Branch.

Keywords: Wages, Work Motivation and Employee Performance

ABSTRAK

PENGARUH UPAH DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI PT. SUNG CHANG INDONESIA CABANG BANJAR

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis Pengupahan, Motivasi Kerja, Kinerja Karyawan, Pengaruh Upah dan Motivasi Kerja terhadap Kinerja Karyawan bagian produksi PT.Sung Chang Indonesia Cabang Banjar. Populasi dalam penelitian ini adalah karyawan bagian produksi PT. Sung Chang Indonesia Cabang Banjar dengan jumlah 273 orang. Jumlah sampel diambil dengan menggunakan rumus slovin yaitu 74 orang. Teknik penarikan sampel menggunakan *proportionate random sampling*. Penelitian ini menggunakan metode pengumpulan data berupa observasi, wawancara dan kuesioner. Alat analisis data yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa Upah termasuk dalam klasifikasi baik, Motivasi Kerja termasuk dalam klasifikasi cukup baik, dan Kinerja Karyawan bagian produksi PT. Sung Chang Indonesia Cabang Banjar termasuk dalam klasifikasi baik, serta pengaruh secara simultan dapat disimpulkan bahwa Upah dan Motivasi Kerja berpengaruh terhadap Kinerja Karyawan bagian produksi PT. Sung Chang Indonesia Cabang Banjar. Secara parsial Upah berpengaruh tidak signifikan terhadap Kinerja Karyawan dan Motivasi Kerja berpengaruh signifikan terhadap Kinerja Karyawan bagian produksi PT. Sung Chang Indonesia Cabang Banjar.

Kata Kunci: Upah, Motivasi Kerja dan Kinerja Karyawan.