

## **ABSTRAK**

“Analisis Faktor-Faktor yang Mempengaruhi Produktivitas Tenaga Kerja (Industri Kecil Pada Pengolahan Strawberry di Desa Alam Endah Kecamatan Rancabali Kabupaten Bandung)”

Di bawah bimbingan Dr. Kusnendi, M.S, dan Navik Istikomah, S.E, M.Si

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Permasalahan dalam penelitian ini adalah tingkat produktivitas tenaga kerja rendah yang menyebabkan produksi yang dihasilkan pun rendah. Hal ini disebabkan karena para tenaga kerjanya tersebut memiliki tingkat pengalaman kerja yang rendah. Pada umumnya, kesempatan yang mereka miliki merupakan hasil belajar mandiri, sehingga pekerjaan yang mereka lakukan pun belum efektif dan efisien.

Tujuan dilakukannya penelitian ini adalah untuk mengetahui bagaimana pengaruh dari kualitas dan kemampuan pekerja terhadap produktivitas tenaga kerja. Kualitas dan kemampuan pekerja dalam penelitian ini dilihat dari faktor pendidikan, pelatihan, motivasi kerja dan disiplin kerja. Subjek dalam penelitian ini yaitu tenaga kerja pada industri pengolahan strawberry di Desa Alam Endah Kecamatan Rancabali Kabupaten Bandung. Populasi yang diteliti adalah sebanyak 36 perusahaan sedangkan sampel yang diteliti adalah sebanyak 177 orang tenaga kerja. Metode yang digunakan yaitu survey eksplanatori dengan menggunakan angket atau kuesioner sebagai alat pengumpul data dan teknik analisis data dalam menggunakan *Metode Successive Interval* (MSI) dengan bantuan program Excel suck97.

Hasil penelitian ini menunjukkan bahwa pendidikan, pelatihan, motivasi kerja dan disiplin kerja berpengaruh signifikan positif terhadap produktivitas tenaga kerja dengan Rsquare sebesar 76,1%.

**Kata Kunci :** *kualitas dan kemampuan pekerja, pendidikan, pelatihan, motivasi kerja, disiplin kerja, produktivitas tenaga kerja.*

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"The Effect of Quality and Ability Worker Against Worker Productivity (Small Industries In Strawberry Processing in the Desa Alam Endah Kecamatan Rancabali Kabupaten Bandung)"

Under the guidance of Dr. Kusnendi, M.S, and Navik Istikomah, S.E, M.Si

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The problem in this study is the low level of labor productivity which causes the resulting production was low. This is because the workforce has a low level of work experience. In general, the opportunity they have is the result of self-learning, so that the work they were doing was not effective and efficient.

The purpose of this study was to determine the influence of the quality and ability of workers to labor productivity. Quality and the ability of workers in the study of factors seen education, training, work motivation and work discipline. Subjects in this study, namely labor on strawberry processing industry in the Desa Alam Endah Kecamatan Rancabali Kabupaten Bandung. Populations studied were as many as 36 companies, while the samples studied is as 177 workers. The method used is an explanatory survey using a questionnaire or a questionnaire as a data collection and data analysis techniques in using the *Method of Successive Interval* (MSI) with the help of the program exel suck97.

Results of this study indicate that education, training, work motivation and work discipline positive significant effect on labor productivity by 76.1% R square.

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**Keywords:** *quality and worker skills, education, training, work motivation, work discipline, labor productivity.*

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