

**ANALISIS FAKTOR-FAKTOR PRODUKTIVITAS KERJA KARYAWAN
PADA PT BPR PIJER PODI KEKELENGEN KECAMATAN
SIBOLANGIT SUMATERA UTARA**

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Abstrak

Penelitian ini bertujuan untuk menganalisis dan mengetahui faktor-faktor produktivitas kerja karyawan pada PT BPR Pijer Podi Kekelengen Kecamatan Sibolangit Sumatera Utara. Penelitian ini dilakukan dengan menggunakan metode kuantitatif deskriptif. Responden dalam penelitian ini adalah seluruh karyawan tetap PT BPR Pijer Podi Kekelengen Kecamatan Sibolangit Sumatera Utara yang berjumlah 28 orang. Sampel dalam penelitian ini adalah seluruh karyawan tetap yang berjumlah 28 orang. Analisis data dilakukan dengan menggunakan uji validitas, uji reliabilitas dan uji *mean* aritmatik. Hasil penelitian menunjukkan nilai rata-rata indikator kemampuan sebesar 3,27 termasuk kategori sangat setuju, indikator meningkatkan hasil yang dicapai sebesar 3,14 termasuk kategori setuju, indikator semangat kerja sebesar 2,74 termasuk kategori setuju, indikator pengembangan diri sebesar 3,28 termasuk kategori sangat setuju, indikator mutu sebesar 3,25 termasuk kategori setuju dan indikator efisiensi sebesar 3,05 termasuk kategori setuju. Kesimpulan dari penelitian ini adalah semangat kerja karyawan belum maksimal.

Kata Kunci: *Produktivitas Kerja, Analisis Arithmetic Mean*

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**EMPLOYEE WORK PRODUCTIVITY FACTORS ANALYSIS AT PT BPR
PIJER PODI KEKELENGEN SIBOLANGIT DISTRICT NORTH
SUMATERA**

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Abstract

This study aims to analyze and determine the factors of employee productivity at PT BPR Pijer Podi Kekelengen, Sibolangit District, North Sumatra. This research was conducted using a descriptive quantitative method. Respondents in this study were all permanent employees of PT BPR Pijer Podi Kekelengen, Sibolangit District, North Sumatra, totaling 28 people. The sample in this study were all permanent employees, totaling 28 people. Data analysis was performed by using the validity test, reliability test and arithmetic mean test. The results showed that the average value of the ability indicator was 3.27 which was included in the strongly agree category, the indicator of increasing the results achieved was 3.14 which was included in the agree category, the morale indicator was 2.74 which was included in the agree category, the self-development indicator was 3.28 which is in the category of strongly agree, the quality indicator is 3.25 which is in the agree category and the efficiency indicator is 3.05 which is in the agree category. The conclusion of this study is that the morale of employees is not optimal.

Keywords: *Work Productivity, Arithmetic Mean*