

**Title : THE EFFECT OF TRAINING AND COMPENSATION ON
EMPLOYEES' PERFORMANCE PRODUCTIVITY OF
PRODUCTION DEPARTMENT STAFFS OF CV. ANEKA
ILMU SEMARANG**

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Abstract

One of aspects that is important for a company to consider is Human Resources. In order to increase and replenish the ability of the company's employees it needs to conduct training. In some conditions, effective training often results in positive consequences compared with the training cost expensed on it. Meanwhile, compensation is important as well since it is the reward to the employees' workmanship. If the compensation given by the company is fair and beneficial, the employees would be motivated to work better. Even though CV. Aneka Ilmu has conducted appropriate training and remunerated competitive compensation, the productivity rising is still not satisfying.

The research tends to observe the description of training, compensation, and working performance productivity of the employees of CV. Aneka Ilmu Semarang and to know the effect of training variable (X_1) and compensation (X_2) on working performance productivity of CV. Aneka Ilmu's employees either partially or cumulatively. Population of the research is employees of production department of CV. Aneka Ilmu Semarang, as many as 210 respondents and the samples used are as many as 68 with the spreading using Proportioned Stratified Random Sampling. It is used Likert scale for measuring scale. Data analyzing uses simple linear regression test and multiple regression test. Based on the result of the data analysis, it is observed that the training is having effect on working productivity as many as 32.8%. Compensation variable is having effect on working performance productivity as many as 27.8%. Simultaneously, the training and compensation are having effects on working productivity as many as 39.3%. It means that the higher the training and compensation, the higher the working performance productivity.

Based on the result of this research the company needs to consider the encouragement of training program held by the company. Recalling the lower level of working practices and the difficulties of the given manuals, then the company in conducting the training needs to increase the number of working practices than the theories and to improve the use of instructors who have relevance to their fields of study so that in giving the instruction they will be comprehended easily by the trainees. The company also needs to increase compensation given to its employees. This effort can be achieved by giving rewards and bonus so that the perception toward the company remains excellent. Besides, the company shall also take care to public facilities cleanness in order to get the employees rid of various diseases.

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Approved by Supervisor I

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