

- A. **Judul:** PENGARUH MOTIVASI DAN PENGALAMAN KERJA TERHADAP PRODUKTIVITAS KARYAWAN BAGIAN PRODUKSI PT. RAJA BESI SEMARANG
- B. **Nama:** D2D300180\_DENIK HARDANING KOMALASARI
- C. **Abstraksi**

**ABSTRACT**  
**THE INFLUENCES OF MOTIVATION AND WORKING EXPERIENCE**  
**ON THE DIVISION OF PRODUCTION EMPLOYEES' PRODUCTIVITY**  
**PT. RAJA BESI SEMARANG**

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Human factor is a key factor in achieving goals of an organization; the existence of an organization depends on the productivity of its people. An employee can be said as productive not only be estimated from his/her educational level or long working period, however, he/she can be said as productive if he/she has great output and optimum quality by using available production resources. An employee's productivity level is stimulated by needs and this kind of stimulation is known as motivation. The decrease in production activity experienced by the company is caused by a great number of employees working below standard.

This research is conducted with a hope that the company is able to perform an evaluation related to the decrease of employees' working productivity.

This research uses a quantitative approach equipped with a qualitative approach, which is, explaining data that have been composed in meaningful sentences which can be composed into conclusions. To be precise, this research is an exploratory research, which explains the positions of examined variables and also the relations among them.

The population of this research is employees of PT. Raja Besi Semarang, particularly the employees of the division of production. The total population of the employees of this division is 639, however, to limit the number, the researcher took 87 respondents as samples using *accidental sampling* as the method of sample collection.

From the statistical test using simple regression formula at the level of significance of 5%, the collected results are that, there is an influence of motivation on employees' productivity ( $BX_1Y = -0,316$   $t_{count} = -1,99 < t_{table} = -2,021$ ), the influence of working experience on employees' productivity ( $BX_2Y = -0,327$   $t_{count} = -1,99 < t_{table} = -4,091$ ), and the percentage of the influence of motivation and working experience combined together on employees' productivity is as much as 44,1%. It means that, there are other influencing variables as much as 55,9% apart from the scope of this research.

The suggestions based on this research are, optimizing working introduction program and training for senior employees and giving priority to experienced employees in the next recruitment and also providing other supporting facilities and infrastructures for the sake of the increase in employees' working productivity.