

RESUME

**PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP
PRODUKTIVITAS KERJA KARYAWAN PADA
PT. KEBON AGUNG PABRIK GULA TRANGKIL PATI**

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A. ABSTRAKSI:

Human resource is one of the determinant factor to influence product result in company. In reaching its target to increase product result, PT Kebon Agung PG Trangkil Pati have to pay attention on factors influencing work productivity. One of them is work discipline and motivation. As the main problem in this research is the degradation of product result.

This research is explanatory research type with amount of sample 75 responder at production employees of PG Trangkil Pati. Technique of collecting data is questioner. Data is analysed qualitatively and quantitatively by crossed tables means, linear regression and doubled, and also hypothesis test uses T test and F test.

The statistical calculation result got simple regression linear equation between work motivation and discipline is $X_2=15,960+0,499X_1$. For work motivation and work productivity the equation is $Y=6,651+0,334X_1$. While work discipline and productivity the equation is $Y=9,150+0,285X_2$. The result of calculation is $Y=5,103+0,254X_1+0,159X_2$. This means that X_1 have bigger influence to work productivity than X_2 can be concluded that work discipline and motivation have positive effect to employees work productivity with and b_1 and b_2 is positive

From the calculation result the company have to increase observation and application to work regulation followed by the example of the head so productivity rises.

Key Woods: *Motivation, Discipline, Productivity*