

**PENGARUH KOMPENSASI DAN SEMANGAT KERJA  
TERHADAP PRODUKTIVITAS KERJA KARYAWAN  
P.T. ORGANIK ALAM LESTARI PURWOREJO**

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**ABBSTRAKSI:**

Generally every company will always try to increase its productivity. The purposes of its productivity are to increase material efficiency, reduce cost of production and optimizing time output. One of indication on increasing effective and efficient work productivity is spirit of work. High spirit of work will increase its productivity because the employer will do their job well so the job will be finished faster and better. Beside that right compensation will make the employer will have their work with high motivation and it will give benefit to the company.

According to topic above, purpose of this experiment are to analyst of compensation effect to productivity of work, analyst the spirit of work effect to productivity of work and also to analyst compensation effect and the spirit of work effect to productivity of work. We collect data from 67 respondents of P.T. Organik Alam Lestari. We use probability sampling method. The analyzing method are quantitative and qualitative analyst. We use statistic analyst including correlation analyst, regression and also hypothesis. Hypothesis that we used is there are positive impact between independent variable and dependent variable, partially and collectively.

The result, there are strong correlation (0,587) between compensation ( $X_1$ ) and work productivity (Y). From "Z" result, we find that  $Z_{hitung} > Z_{tabel}$  ( $2,75 > 1,96$ ) and the conclusion is compensation variable ( $X_1$ ) give positive effect and significant to work productivity variable (Y). From second hypothesis we get value 0,637, that means there are strong correlation between spirit of work variable ( $X_2$ ) and work productivity (Y) and also  $Z_{hitung} > Z_{tabel}$  ( $5,52 > 1,96$ ). The conclusion is spirit of work variable ( $X_2$ ) give positive effect and significant to work productivity variable (Y). we can prove that the hypothesis is a truth.  
(key words: compensation, spirit of work, work productivity)