

ABSTRACT

Effect On awards on productivity

PT Bukit Asam (Persero) Tbk. Unit Tarahan

BY

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PT. Bukit Asam Tarahan Harbor Unit is an entity that is under the auspices of the Ministry of Mines and Energy in business coal exploration with exploration area covering Bukit Asam Tanjung Enim South Sumatra and West Sumatra, Bukit Asam Ombilin.

Problems faced by the award which was considered less well with the work performed by employees so as not achieving the target company on the receipts and expenditure of coal, it can be seen in Table 2 and 3. Based on the above, then the existing problems at the company was whether the award affect the productivity of the PT. Bukit Asam Bandar Lampung.

The objective is to determine the effect on productivity award in the PT. Bukit Asam Bandar Lampung.

The hypothesis proposed by the authors is the award affect the productivity of the PT. Bukit Asam Tarahan Harbor Unit.

Based on multiple linear regression calculation to linear regression line equation: $Y = 21.264 + 0.862 X_1 + 0.883 X_2$. F test results for 16.202 more than F_{table} for an error rate of 5% = 3.150. R^2 regression coefficient of 0.355 results. This is indicated by the value of coefficient (R) equal to 35.5% while the remaining 64.5% must be explained by factors other causes that originated from outside the regression model. Partial results of hypothesis testing with the t test, t count (t1) 2.849 > 2.001 t_{table} , tcount (t2) 2.447 > 2.001 t_{table} . The conclusion of this research is, the variable reward positive effect on Productivity in PT hill Acid Tarahan Harbor Unit.

Suggestions in this writing is extrinsic rewards for PT Bukit Asam should be increased, because the award of bonuses is expected by the employees because of positive effect on productivity. Besides the provision of extrinsic rewards, would be better if accompanied by intrinsic rewards as well. Because the award of concerns, congratulations will make employees feel in look and appreciated.