**PENGARUH GAJI DAN INSENTIF TERHADAP PRODUKTIVITAS TENAGA KERJA PADA CV. VULKANISIR BAN MAKMUR DI PERBAUNGAN SERDANG BEDAGAI**

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui Pengaruh Gaji dan Insentif Terhadap Produktivitas Tenaga Kerja Pada CV. Vulkanisisr Ban Makmur di Perbaungan. Tujuan Penelitian ini : (1) Untuk menganalisis pengaruh gaji terhadap produktivitas tenaga kerja pada CV. Vulkanisir Ban Makmur di Perbaungan Serdang Bedagai. (2) Untuk menganalisis pengaruh insentif terhadap produktivitas tenaga kerja pada CV. Vulkanisir Ban Makmur di Perbaungan Serdang Bedagai. (3) Untuk menganalisis pengaruh gaji dan insentif terhadap produktivitas kerja karyawan pada CV. Vulkanisir Ban Makmur di Perbaungan Serdang Bedagai. Metode analisis yang di gunakan adalah regeresi linier berganda, uji validitas dan reliabilitas serta asumsi klasik dengan alat bantu perangkat SPSS. Berdasarkan pengaruh gaji (X1) terhadap Produktifitas Tenaga Kerja (Y) uji t,diketahui bahwa hasil yang diperoleh dari Gaji (X1) memiliki nilai thitung 12.339 > ttabel 2.045, artinya berpengaruh positif dan signifikan terhadap Produktifitas Tenaga Kerja(Y). Dari hasil penelitian terdahulu sering terjadi keterlambatan disebabkan bahan baku yang terlalu lama sampai karena jarak tempuh bahan baku ke pabrik cukup jauh, sehingga proses perbaikan ban juga terlambat, dan hasilnya tidak sempurna Berdasarkan variabel Intensif (X2) memiliki nilai thitung -2.775 > ttabel 2.045, artinya berpengaruh negatif terhadap Produktifitas Tenaga Kerja (Y). Maka Ha diterima karena thitung> ttabel, sehingga Insentif secara parsial cukup berpengaruh terhadap Produktifitas Tenaga Kerja pada CV. Vulkanisir Ban Makmur Perbaungan. Persamaan regresi linier berganda Y = 0,363 + 1,217X1 - 0,239X2 + e, dimana Gaji dan Internsif mempunyai pengaruh yang signifikan terhadap variabel Produktifitas Tenaga Kerja Dari hasil penelitian terdahulu ternyata semakin banyak insentif yang diberikan akan memberi semangat produktifitas tenaga kerja karyawan. Hasil Penelitian ini Berdasarkan hasil uji F tersebut diperoleh nilai Fhitung 112,448> Ftabel 3,316, maka Ha diterima karena Fhitung >Ftabel. Dengan demikian dapat disimpulkan bahwa secara simultan Gaji dan Insentif (variabel bebas) berpengaruh signifikan terhadap Produktifitas Tenaga Kerja pada CV. Vulkanisir Ban Makmur Perbaungan

**Kata Kunci : *Gaji, Insentif dan Produktifitas Tenaga Kerja***

**Effect of Salary and Incentives on Labor Productivity at CV. Tire Makmur Retreading in Perbaungan**

**ABSTRACT**

This study aims to determine the Effect of Salary and Incentives on Labor Productivity at CV. Tire Makmur Retreading in Perbaungan. The purpose of this study: (1) To analyze the effect of salary on labor productivity at CV. Retread Makmur Tires at Perbaungan Serdang Bedagai. (2) To analyze the effect of incentives on labor productivity at CV. Retread Makmur Tires at Perbaungan Serdang Bedagai. (3) To analyze the effect of salaries and incentives on employee work productivity at CV. Retread Makmur Tires at Perbaungan Serdang Bedagai. The analytical method used is multiple linear regression, validity and reliability tests as well as classical assumptions with SPSS tools. Based on the influence of salary (X1) on t-test Labor Productivity (Y), it is known that the results obtained from Salary (X1) have a tcount of 12,339> ttable 2,045, meaning that it has a positive and significant effect on Labor Productivity (Y). From the results of previous research, delays often occur due to the raw materials being too long to arrive because the distance traveled by the raw materials to the factory is quite far, so the tire repair process is also late, and the results are not perfect.Based on the Intensive variable (X2) it has a value of -2.775> t table 2.045, meaning that it has a negative effect on Labor Productivity (Y). Then Ha is accepted because tcount> ttable, so that the incentive is partially influential enough on the Labor Productivity at CV. Retreads Makmur Perbaungan Tires. The multiple linear regression equation Y = 0.363 + 1.217X1 - 0.239X2 + e, where Salary and Interns have a significant effect on the Labor Productivity variable. From the results of previous studies, it turns out that the more incentives given will encourage employee productivity. The results of this study. Based on the results of the F test, it was obtained that the value of Fcount was 112.448> Ftable 3,316, so Ha was accepted because Fcount> Ftable. Thus it can be concluded that simultaneously Salary and Incentives (independent variables) have a significant effect on Labor Productivity at CV. Retreads Makmur Perbaungan Tires Send feedback History Saved Community

**Keywords: Salary, Incentives and Labor Productivity**