ABSTRACT

JEFRI GUNAWAN SAPUTRA/21205143 : ***"The Analysis Of Compensation It's Influence To Work Productivity Employees At PT. Kereta Api (Persero) Daop II Bandung West Java", Under Educated*** **Dra. Tutty S Martadiredja, M. Si.**

Compensation is one form of rogrolling from the company to its workers. Adequate compensation has an important part on job satisfaction of employees and eventually will improve the work productivity of these employees. This research was held to determine how the compensation effect on the work productivity of employees at PT. Kereta Api (Persero) Bandung, West Java DAOP II.

The purpose of this study is to identify and analyze: 1) Implementation of compensation of employees at PT. Kereta Api (Persero) Bandung, West Java DAOP II, 2) The work productivity level of employees at PT. Kereta Api (Persero) Bandung, West Java DAOP II, 3) the effect of giving compensation to work productivity level of employees at PT. Kereta Api (Persero) Bandung, West Java DAOP II.

The method used in this research is survey method, the nature of the research is descriptive and verification. The sample in the research amounted to 87 employees from the total population of 573 employees, taken by using the sampling clusters technique. The techniques of collection data using interviews, observation, questionnaires and documentation. Analysis method using simple linear regression, Pearson product moment correlation and determination coefficient and t test with the help of Microsoft Office programs Excel 2007 and SPSS 17.0 for windows.

The results of researches mentioned implementation of compensation based on the responses of respondents with good results, while the work productivity of employee shows good results. Results of research analysis showed that implementation of the compensation effect on work productivity showed adequate levels of relationship that is equal to 0,450, with the contribution of the influence of 20,25%, and the balance of 79,75% is the influence of other factors, namely payroll, appraisal systems, training, selection, job design, satisfaction, motivation, attitude, discipline, and others.

Keywords: ***Compensation, Work Productivity Employees, and PT. Kereta Api (Persero) Daop II Bandung West Java.***