

PERNYATAAN KEASLIAN PENULISAN SKRIPSI

Yang bertanda tangan di bawah ini :

NAMA : SULINA
NIM : 93.30.1484
NIRM : 93.6.111.02016.50036
FAKULTAS : EKONOMI
JURUSAN : MANAJEMEN
UNIVERSITAS : KATOLIK SOEGIJAPRANATA SEMARANG

Memberikan pernyataan bahwa penulisan skripsi yang berjudul "Pengaruh Upah Dan Jaminan Sosial Terhadap Produktivitas Kerja Karyawan Pada PT Sepindo Limbah Anugerah Di Semarang" adalah benar-benar hasil tulisan penulis sendiri.

Semarang, Januari 1998

Penulis

(SULINA)

LAMPIRAN 1
UPAH RATA-RATA KARYAWAN
BAGIAN PEMBUATAN POLA DAN PENJAHITAN
DARI BULAN FEBRUARI - APRIL 1997

| NO | 2/1997 | 3/1997 | 4/1997 | Jumlah | Rata-rata |
|----|--------|--------|--------|--------|-----------|
| 1 | 64500 | 66000 | 54050 | 194550 | 64850 |
| 2 | 61500 | 71880 | 63600 | 196980 | 65660 |
| 3 | 56100 | 70500 | 66150 | 192750 | 64250 |
| 4 | 55500 | 66000 | 64530 | 186030 | 62010 |
| 5 | 57000 | 64500 | 65220 | 186720 | 62240 |
| 6 | 57750 | 65250 | 67050 | 190050 | 63350 |
| 7 | 61000 | 67050 | 65820 | 193870 | 64625 |
| 8 | 58500 | 68730 | 67650 | 194880 | 64960 |
| 9 | 58500 | 66750 | 67200 | 192450 | 64150 |
| 10 | 58650 | 70890 | 66000 | 195450 | 65150 |
| 11 | 64650 | 66300 | 65100 | 196050 | 63350 |
| 12 | 64500 | 66000 | 65820 | 196320 | 65440 |
| 13 | 58500 | 68730 | 66450 | 193680 | 64560 |
| 14 | 65850 | 70200 | 65550 | 201600 | 67200 |
| 15 | 58950 | 70620 | 65550 | 195120 | 65040 |
| 16 | 64020 | 66000 | 65100 | 195120 | 65040 |
| 17 | 65220 | 65880 | 65520 | 196620 | 65540 |
| 18 | 61350 | 66300 | 66000 | 193950 | 64650 |
| 19 | 59820 | 68580 | 65310 | 193710 | 64570 |
| 20 | 64500 | 68130 | 64890 | 197520 | 65840 |
| 21 | 64020 | 70800 | 65700 | 200520 | 66840 |
| 22 | 58800 | 69450 | 66180 | 194430 | 64810 |
| 23 | 66000 | 68700 | 65910 | 200610 | 66870 |
| 24 | 63900 | 67950 | 67020 | 198870 | 66290 |
| 25 | 63420 | 67050 | 67050 | 197520 | 65840 |
| 26 | 64050 | 67920 | 67200 | 199170 | 66390 |
| 27 | 59520 | 69000 | 65190 | 193710 | 64570 |
| 28 | 59700 | 66810 | 67650 | 194160 | 64720 |
| 29 | 60450 | 66750 | 65310 | 192510 | 64150 |
| 30 | 65550 | 69840 | 65040 | 200430 | 66810 |
| 31 | 67620 | 68880 | 67020 | 203520 | 67840 |
| 32 | 64890 | 68730 | 64830 | 198450 | 66150 |
| 33 | 65220 | 69990 | 66180 | 201300 | 67100 |
| 34 | 61830 | 68250 | 65340 | 195420 | 65140 |
| 35 | 59820 | 68250 | 65550 | 193620 | 64540 |
| 36 | 63330 | 69450 | 65790 | 198570 | 66190 |

P.T. SEPINDO LAMPAN KUGERAH
Jl. SUMBER MAS 154
201 50707 FEBRUARI 1997

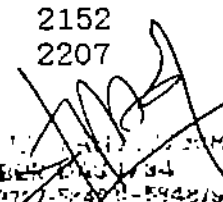
LAMPIRAN 2
 JAMINAN SOSIAL YANG DITERIMA
 KARYAWAN BAGIAN PEMBUATAN POLA DAN PENJAHITAN
 DARI BULAN FEBRUARI - APRIL 1997

| NO | THR | TUNJANGAN KESEHATAN KARYAWAN | | | JUMLAH |
|----|--------|------------------------------|--------|--------|--------|
| | 2/1997 | 2/1997 | 3/1997 | 4/1997 | |
| 1 | 47250 | — | — | — | 47250 |
| 2 | 63000 | — | — | — | 63000 |
| 3 | 63000 | — | — | — | 63000 |
| 4 | 63000 | 2500 | — | — | 65500 |
| 5 | 78750 | — | 7500 | — | 86250 |
| 6 | 47250 | — | — | — | 47250 |
| 7 | 78750 | — | — | — | 78750 |
| 8 | 78750 | — | — | — | 78750 |
| 9 | 63000 | — | — | — | 63000 |
| 10 | 63000 | — | — | — | 63000 |
| 11 | 78750 | — | — | — | 78750 |
| 12 | 78750 | — | — | — | 78750 |
| 13 | 78750 | 2750 | — | — | 81500 |
| 14 | 78750 | — | — | — | 78750 |
| 15 | 63000 | — | — | — | 63000 |
| 16 | 78750 | — | — | — | 78750 |
| 17 | 63000 | — | — | — | 63000 |
| 18 | 63000 | — | — | — | 63000 |
| 19 | 63000 | — | — | — | 63000 |
| 20 | 47250 | — | — | — | 47250 |
| 21 | 78750 | — | — | — | 78750 |
| 22 | 78750 | 4000 | — | — | 82750 |
| 23 | 78750 | — | — | — | 78750 |
| 24 | 78750 | — | — | — | 78750 |
| 25 | 63000 | — | — | — | 63000 |
| 26 | 78750 | — | — | — | 78750 |
| 27 | 78750 | — | — | — | 78750 |
| 28 | 78750 | — | 3350 | — | 82100 |
| 29 | 78750 | — | — | — | 78750 |
| 30 | 63000 | — | — | — | 63000 |
| 31 | 63000 | — | — | — | 63000 |
| 32 | 63000 | — | — | — | 63000 |
| 33 | 78750 | — | — | — | 78750 |
| 34 | 78750 | — | — | — | 78750 |
| 35 | 63000 | — | — | — | 63000 |
| 36 | 78750 | — | — | — | 78750 |

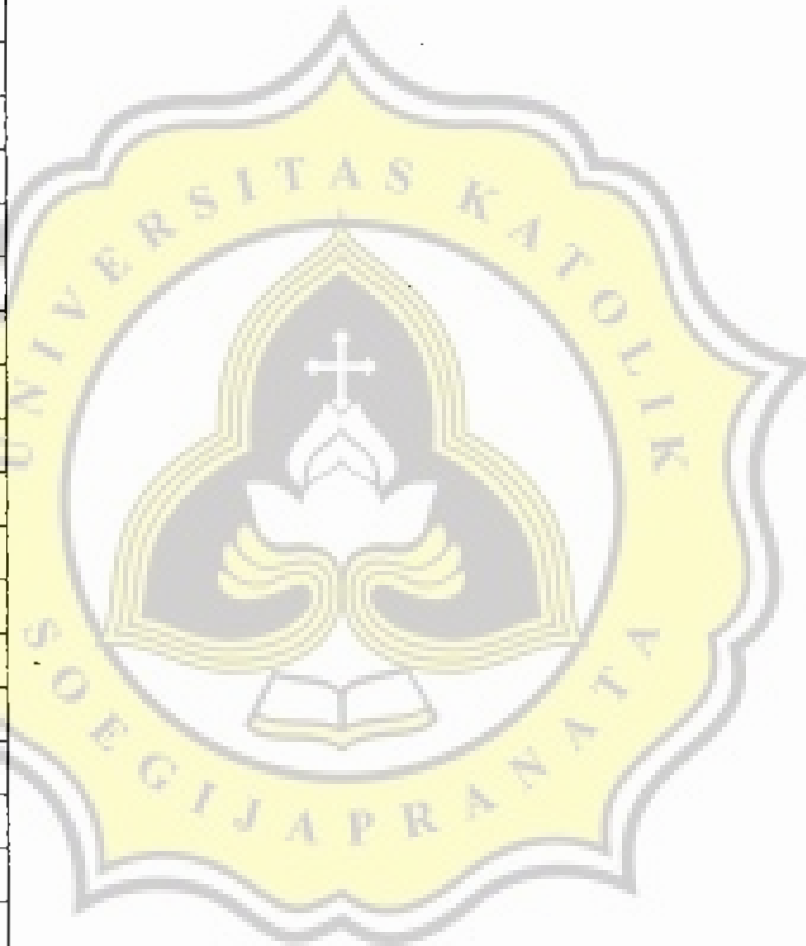
DIT. SEPINDO LINGGA BUNTEK
 J. SIMBER MAS
 2002 2003 2004 2005 2006

LAMPIRAN 3
 RATA-RATA UNIT YANG DIHASILKAN
 OLEH KARYAWAN BAGIAN PEMBUATAN POLA DAN PENJAHITAN
 PER BULAN KERJA DARI BULAN FEBRUARI SAMPAI APRIL 1997

| No | 2/1997 | 3/1997 | 4/1997 | JUMLAH | RATA-RATA |
|----|--------|--------|--------|--------|-----------|
| 1 | 2150 | 2200 | 2135 | 6485 | 2162 |
| 2 | 2050 | 2396 | 2120 | 6566 | 2189 |
| 3 | 1870 | 2350 | 2205 | 6425 | 2142 |
| 4 | 1850 | 2200 | 2151 | 6201 | 2067 |
| 5 | 1900 | 2150 | 2174 | 6224 | 2075 |
| 6 | 1925 | 2175 | 2235 | 6335 | 2112 |
| 7 | 2100 | 2235 | 2194 | 6529 | 2177 |
| 8 | 1950 | 2291 | 2255 | 6496 | 2166 |
| 9 | 1950 | 2225 | 2240 | 6415 | 2139 |
| 10 | 1955 | 2225 | 2200 | 6518 | 2173 |
| 11 | 2155 | 2363 | 2200 | 6518 | 2179 |
| 12 | 2150 | 2200 | 2194 | 6544 | 2182 |
| 13 | 1950 | 2291 | 2215 | 6456 | 2152 |
| 14 | 2195 | 2340 | 2185 | 6720 | 2240 |
| 15 | 1965 | 2354 | 2185 | 6504 | 2168 |
| 16 | 2134 | 2200 | 2170 | 6504 | 2168 |
| 17 | 2174 | 2196 | 2184 | 6554 | 2185 |
| 18 | 2045 | 2210 | 2210 | 6465 | 2155 |
| 19 | 1994 | 2286 | 2177 | 6457 | 2153 |
| 20 | 2150 | 2271 | 2163 | 6584 | 2195 |
| 21 | 2134 | 2360 | 2190 | 6684 | 2228 |
| 22 | 1960 | 2315 | 2206 | 6481 | 2161 |
| 23 | 2200 | 2290 | 2197 | 6687 | 2229 |
| 24 | 2130 | 2265 | 2234 | 6629 | 2210 |
| 25 | 2114 | 2235 | 2235 | 6584 | 2195 |
| 26 | 2135 | 2264 | 2240 | 6639 | 2213 |
| 27 | 1984 | 2300 | 2173 | 6457 | 2153 |
| 28 | 1990 | 2227 | 2255 | 6472 | 2158 |
| 29 | 2135 | 2225 | 2177 | 6537 | 2179 |
| 30 | 2185 | 2328 | 2168 | 6681 | 2227 |
| 31 | 2254 | 2296 | 2234 | 6784 | 2262 |
| 32 | 2163 | 2291 | 2161 | 6615 | 2205 |
| 33 | 2174 | 2330 | 2206 | 6710 | 2237 |
| 34 | 2061 | 2275 | 2178 | 6514 | 2172 |
| 35 | 1994 | 2275 | 2185 | 6454 | 2152 |
| 36 | 2111 | 2315 | 2193 | 6619 | 2207 |
| | 74336 | 81734 | 78994 | | |


 PT. SAMUDRA...
 J. SAMUDRA...
 TEL. (021) 59377-5242-5942/5
 FAX. (021) 59377-5242
 ANS 50.000 Kluksi

| upah | jamsos | prodtv |
|-------|--------|--------|
| 64850 | 47250 | 2162 |
| 65660 | 63000 | 2189 |
| 64250 | 63000 | 2142 |
| 62010 | 65500 | 2067 |
| 62240 | 86250 | 2075 |
| 63350 | 47250 | 2112 |
| 64625 | 78750 | 2177 |
| 64960 | 78750 | 2166 |
| 64150 | 63000 | 2139 |
| 65150 | 63000 | 2173 |
| 65350 | 78750 | 2179 |
| 65440 | 78750 | 2182 |
| 64560 | 81500 | 2152 |
| 67200 | 78750 | 2240 |
| 65040 | 63000 | 2168 |
| 65040 | 78750 | 2168 |
| 65540 | 63000 | 2185 |
| 64650 | 63000 | 2155 |
| 64570 | 63000 | 2153 |
| 65840 | 47250 | 2195 |
| 66840 | 78750 | 2228 |
| 64810 | 82750 | 2161 |
| 66870 | 78750 | 2229 |
| 66290 | 78750 | 2210 |
| 65840 | 63000 | 2195 |
| 66390 | 78750 | 2213 |
| 64570 | 78750 | 2153 |
| 64720 | 78750 | 2158 |
| 64150 | 82100 | 2179 |
| 66810 | 78750 | 2227 |
| 67840 | 63000 | 2262 |
| 66150 | 63000 | 2205 |
| 67100 | 78750 | 2237 |



| upah | jamsos | prodtv |
|-------|--------|--------|
| 65140 | 78750 | 2172 |
| 64540 | 63000 | 2152 |
| 66190 | 78750 | 2207 |



***** MULTIPLE REGRESSION *****

twise Deletion of Missing Data

ation Number 1 Dependent Variable.. PRODTV

ck Number 1. Method: Enter UPAH JAMSOS

iable(s) Entered on Step Number

1.. JAMSOS
2.. UPAH

Multiple R .98477
Adjusted R Square .96977
Standard Error 7.47614

Analysis of Variance

| | DF | Sum of Squares | Mean Square |
|------------|----|----------------|-------------|
| Regression | 2 | 59161.84762 | 29580.92361 |
| Residual | 33 | 1844.45794 | 55.89266 |

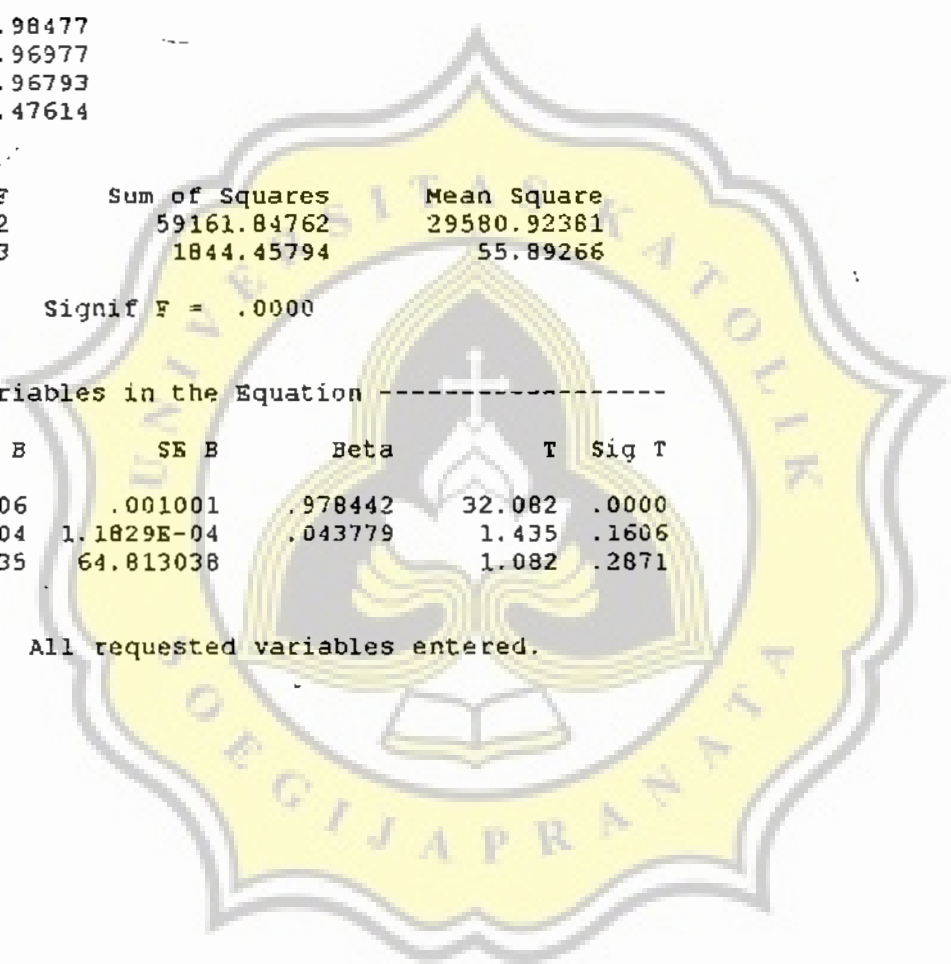
529.24519

Signif F = .0000

----- Variables in the Equation -----

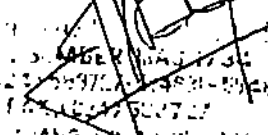
| Variable | B | SE B | Beta | T | Sig T |
|-----------|-------------|------------|---------|--------|-------|
| UPAH | .032106 | .001001 | .978442 | 32.082 | .0000 |
| JAMSOS | 1.69797E-04 | 1.1829E-04 | .043779 | 1.435 | .1606 |
| Constant) | 70.120335 | 64.813038 | | 1.082 | .2871 |

Block Number 1 All requested variables entered.



Lampiran 5
Upah Rata-rata Yang Diterima
Karyawan Bagian Pengeleman
Dari Bulan Februari Sampai April 1997

| NO | 2/1997 | 3/1997 | 4/1997 | Jumlah | Rata-Rata |
|----|--------|--------|--------|--------|-----------|
| 1 | 66300 | 76738 | 74290 | 217328 | 72442,66 |
| 2 | 71740 | 77622 | 73508 | 222870 | 74290 |
| 3 | 70550 | 74596 | 72726 | 217872 | 72624 |
| 4 | 71876 | 77384 | 74970 | 224230 | 74743,33 |
| 5 | 70822 | 77554 | 74460 | 222836 | 74278,66 |
| 6 | 71808 | 74494 | 74256 | 220558 | 73519,3 |
| 7 | 70482 | 78608 | 73304 | 222394 | 74131,3 |
| 8 | 70278 | 77010 | 75480 | 222768 | 74256 |
| 9 | 70890 | 77622 | 73882 | 222394 | 74131 |
| 10 | 70312 | 77214 | 73882 | 221408 | 73802,7 |
| 11 | 69768 | 77860 | 74936 | 222564 | 74188 |
| 12 | 62900 | 75004 | 73576 | 211480 | 70493,3 |
| 13 | 67116 | 76126 | 73984 | 217226 | 72408,7 |
| 14 | 70788 | 77282 | 74936 | 217226 | 74335,3 |
| 15 | 71706 | 78540 | 74052 | 224298 | 74766 |
| 16 | 74086 | 77656 | 74426 | 226168 | 75389,3 |
| 17 | 71944 | 76874 | 74562 | 223380 | 74460 |
| 18 | 71944 | 77452 | 73236 | 222632 | 74210,7 |
| 19 | 71672 | 78030 | 74494 | 224196 | 74732 |
| 20 | 71808 | 78200 | 73984 | 223992 | 74664 |
| 21 | 67796 | 74222 | 73712 | 215730 | 71910 |
| 22 | 71400 | 77928 | 73508 | 222836 | 74278,7 |
| 23 | 69190 | 77180 | 74188 | 222904 | 73519,3 |
| 24 | 69870 | 76262 | 75242 | 221374 | 74301,3 |
| 25 | 69870 | 76262 | 75242 | 221374 | 73791,3 |
| 26 | 71774 | 78404 | 74426 | 224604 | 74868 |
| 27 | 70958 | 78234 | 73644 | 222836 | 74278,7 |
| 28 | 71570 | 78064 | 73610 | 223244 | 74414,7 |
| 29 | 71230 | 78710 | 74358 | 224298 | 74766 |
| 30 | 70040 | 75990 | 72930 | 218960 | 72986,7 |
| 31 | 71094 | 77180 | 73780 | 222054 | 74018 |
| 32 | 67898 | 76262 | 75140 | 219300 | 73100 |
| 33 | 70482 | 76874 | 74392 | 221748 | 73916 |
| 34 | 70958 | 77724 | 74664 | 223346 | 74448,7 |
| 35 | 71400 | 78676 | 74800 | 224876 | 74958,7 |
| 36 | 71570 | 78098 | 74494 | 224162 | 74958,7 |


 Jember, 20 April 1997
 T. P. 031-8972114
 (031) 8972114
 (031) 8972114
 (031) 8972114

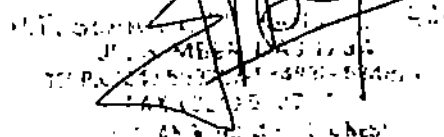
Lampiran 6
 Jaminan Sosial Yang Diterima
 Karyawan Bagian Pengeleman
 Dari Bulan Februari Sampai April 1997

| NO | THR 2/21997 | Tunjangan Kesehatan | | | Jumlah |
|----|----------------|---------------------|--------|--------|--------|
| | | 2/1997 | 3/1997 | 4/1997 | |
| 1 | 71400 | 4250 | — | 60000 | 81650 |
| 2 | 89250 | — | — | — | 89250 |
| 3 | 71400 | — | 6250 | 2000 | 79650 |
| 4 | 71400 | — | — | — | 71400 |
| 5 | 71400 | — | — | — | 71400 |
| 6 | 89250 | — | — | — | 89250 |
| 7 | 89250 | 2000 | — | — | 91250 |
| 8 | 53550 | — | — | — | 53550 |
| 9 | 53550 | — | — | — | 53550 |
| 10 | 71400 | — | — | — | 71400 |
| 11 | 89250 | — | — | — | 89250 |
| 12 | 71400 | — | 4000 | 6500 | 81900 |
| 13 | 71400 | — | — | — | 71400 |
| 14 | 71400 | — | — | — | 71400 |
| 15 | 71400 | — | — | — | 71400 |
| 16 | 89250 | — | — | — | 89250 |
| 17 | 89250 | — | — | 2500 | 91750 |
| 18 | 89250 | — | — | — | 89250 |
| 19 | 71400 | — | — | — | 71400 |
| 20 | 53550 | — | — | — | 53550 |
| 21 | 89250 | — | 5250 | — | 94500 |
| 22 | 89250 | — | — | — | 89250 |
| 23 | 89250 | — | — | — | 89250 |
| 24 | 71400 | — | — | — | 89250 |
| 25 | 71400 | — | — | — | 71400 |
| 26 | 89250 | — | — | — | 89250 |
| 27 | 89250 | — | — | — | 89250 |
| 28 | 53550 | — | — | — | 53550 |
| 29 | 89250 | — | — | — | 89250 |
| 30 | 89250 | — | — | — | 89250 |
| 31 | 71400 | — | — | — | 71400 |
| 32 | 89250 | — | — | — | 89250 |
| 33 | 71400 | — | — | — | 71400 |
| 34 | 71400 | — | — | 2000 | 73400 |
| 35 | 71400 | — | — | — | 71400 |
| 36 | 71400 | — | — | — | 71400 |

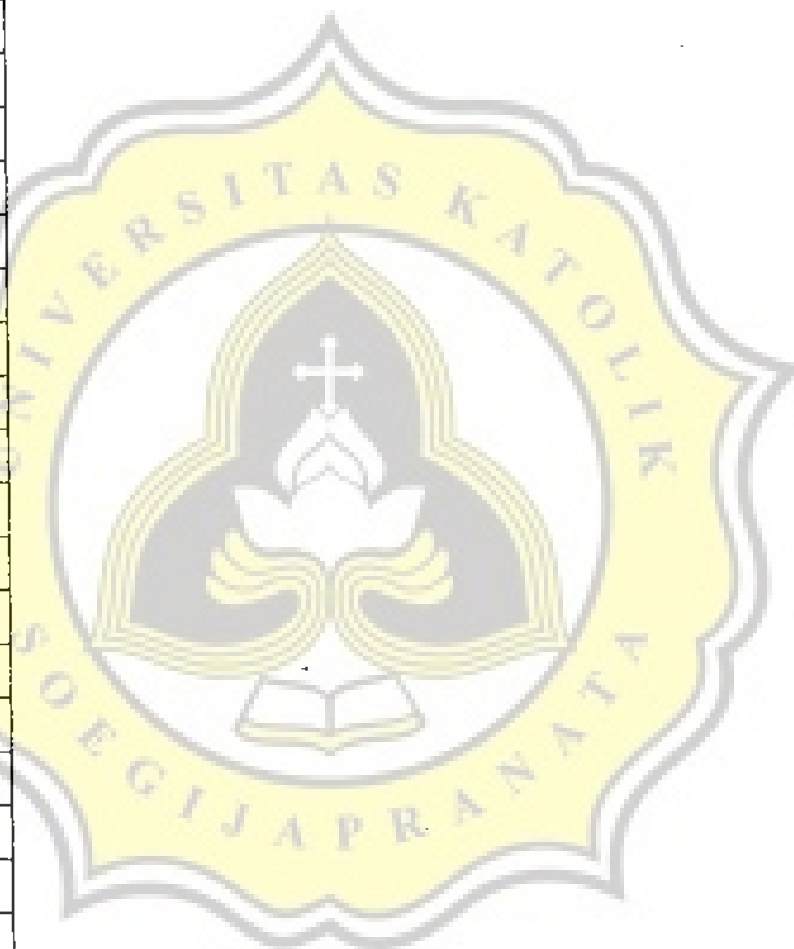

 Kepala Bagian Pengeleman
 Universitas Jember
 Jember, 1997

Lampiran 7
Rata-Rata Unit Yang Dihasilkan
Karyawan Bagian Pengeleman Per Bulan Kerja
Dari Bulan Februari Sampai April 1997

| NO | 2/2/1997 | 3/1997 | 4/1997 | Jumlah | Rata-Rata |
|----|----------|--------|--------|--------|-----------|
| 1 | 1950 | 2257 | 2185 | 6392 | 2130,66 |
| 2 | 2110 | 2283 | 2162 | 6555 | 2185 |
| 3 | 2075 | 2192 | 2139 | 6408 | 2136 |
| 4 | 2114 | 2276 | 2205 | 6595 | 2184,66 |
| 5 | 2083 | 2281 | 2190 | 6554 | 2184,66 |
| 6 | 2112 | 2191 | 2184 | 6487 | 2162,33 |
| 7 | 2073 | 2312 | 2156 | 6541 | 2180,33 |
| 8 | 2067 | 2263 | 2220 | 6552 | 2184 |
| 9 | 2085 | 2283 | 2173 | 6541 | 2180,33 |
| 10 | 2068 | 2271 | 2215 | 6554 | 2184,66 |
| 11 | 2052 | 2290 | 2204 | 6546 | 2182 |
| 12 | 1850 | 2204 | 2164 | 6220 | 2073,33 |
| 13 | 1974 | 2239 | 2176 | 6389 | 2129,66 |
| 14 | 2082 | 2273 | 2204 | 6559 | 2186,33 |
| 15 | 2109 | 2310 | 2178 | 6597 | 2199 |
| 16 | 2079 | 2284 | 2189 | 6552 | 2184 |
| 17 | 2116 | 2261 | 2193 | 6570 | 2190 |
| 18 | 2116 | 2276 | 2154 | 6548 | 2182,66 |
| 19 | 2108 | 2295 | 2191 | 6594 | 2198 |
| 20 | 2112 | 2300 | 2176 | 6588 | 2196 |
| 21 | 1994 | 2183 | 2168 | 6345 | 2115 |
| 22 | 2100 | 2292 | 2162 | 6554 | 2184,66 |
| 23 | 2035 | 2270 | 2182 | 6487 | 2162,33 |
| 24 | 2067 | 2281 | 2208 | 6556 | 2185,33 |
| 25 | 2055 | 2241 | 2213 | 6511 | 2170,33 |
| 26 | 2111 | 2306 | 2189 | 6606 | 2202 |
| 27 | 2087 | 2301 | 2166 | 6554 | 2184,66 |
| 28 | 2105 | 2296 | 2165 | 6566 | 2188,66 |
| 29 | 2095 | 2315 | 2187 | 6597 | 2199 |
| 30 | 2060 | 2235 | 2145 | 6440 | 2146,66 |
| 31 | 2091 | 2270 | 2170 | 6531 | 2177 |
| 32 | 1997 | 2243 | 2210 | 6450 | 2150 |
| 33 | 2073 | 2261 | 2188 | 6522 | 2174 |
| 34 | 2087 | 2286 | 2196 | 6569 | 2189,66 |
| 35 | 2100 | 2314 | 2200 | 6614 | 2204,66 |
| 36 | 2105 | 2295 | 2191 | 6593 | 2197,66 |
| | 74336 | 81730 | 78598 | | |


 UIN SUKSES
 Jember
 Telp. (031) 832444-4488-5444
 Fax. (031) 832444-4488-5444
 Email: uin@sukses.ac.id

| | upah | jamsos | prodtv |
|---|-------|--------|--------|
| 1 | 72445 | 91650 | 2131 |
| 2 | 74290 | 89250 | 2185 |
| 3 | 72625 | 79650 | 2136 |
| 4 | 74745 | 71400 | 2199 |
| 5 | 74280 | 71400 | 2185 |
| 6 | 73520 | 89250 | 2163 |
| 7 | 74130 | 91250 | 2181 |
| 8 | 74255 | 53550 | 2184 |
| 9 | 74130 | 53550 | 2181 |
| 0 | 73800 | 71400 | 2185 |
| 1 | 74190 | 89250 | 2182 |
| 2 | 70490 | 81900 | 2074 |
| 3 | 72410 | 71400 | 2130 |
| 4 | 74335 | 71400 | 2187 |
| 5 | 74765 | 71400 | 2199 |
| 6 | 75390 | 89250 | 2184 |
| 7 | 74460 | 91750 | 2190 |
| 8 | 74210 | 89250 | 2183 |
| 9 | 74730 | 71400 | 2198 |
| 0 | 74665 | 53550 | 2196 |
| 1 | 71910 | 94500 | 2115 |
| 2 | 74275 | 89250 | 2185 |
| 3 | 73520 | 89250 | 2163 |
| 4 | 74300 | 71400 | 2186 |
| 5 | 73790 | 71400 | 2171 |
| 6 | 74865 | 89250 | 2202 |
| 7 | 74275 | 89250 | 2185 |
| 8 | 74415 | 53550 | 2189 |
| 9 | 74765 | 89250 | 2199 |
| 0 | 72985 | 89250 | 2147 |
| 1 | 74020 | 71400 | 2177 |
| 2 | 73100 | 89250 | 2150 |
| 3 | 73915 | 71400 | 2174 |



| upah | jamsos | prodtv |
|-------|--------|--------|
| 74445 | 73400 | 2190 |
| 74960 | 71400 | 2205 |
| 74720 | 71400 | 2198 |



*** MULTIPLE REGRESSION ***

wise Deletion of Missing Data

ation Number 1 Dependent Variable.. PRODTV

ck Number 1. Method: Enter UPAE JAMSOS

table(s) Entered on Step Number

1.. JAMSOS
2.. UPAE

Multiple R .97862
Adjusted R Square .95770
Standard Error 5.94949

Analysis of Variance

| | DF | Sum of Squares | Mean Square |
|------------|----|----------------|-------------|
| Regression | 2 | 26443.55594 | 13221.77797 |
| Residual | 33 | 1168.08295 | 35.39645 |

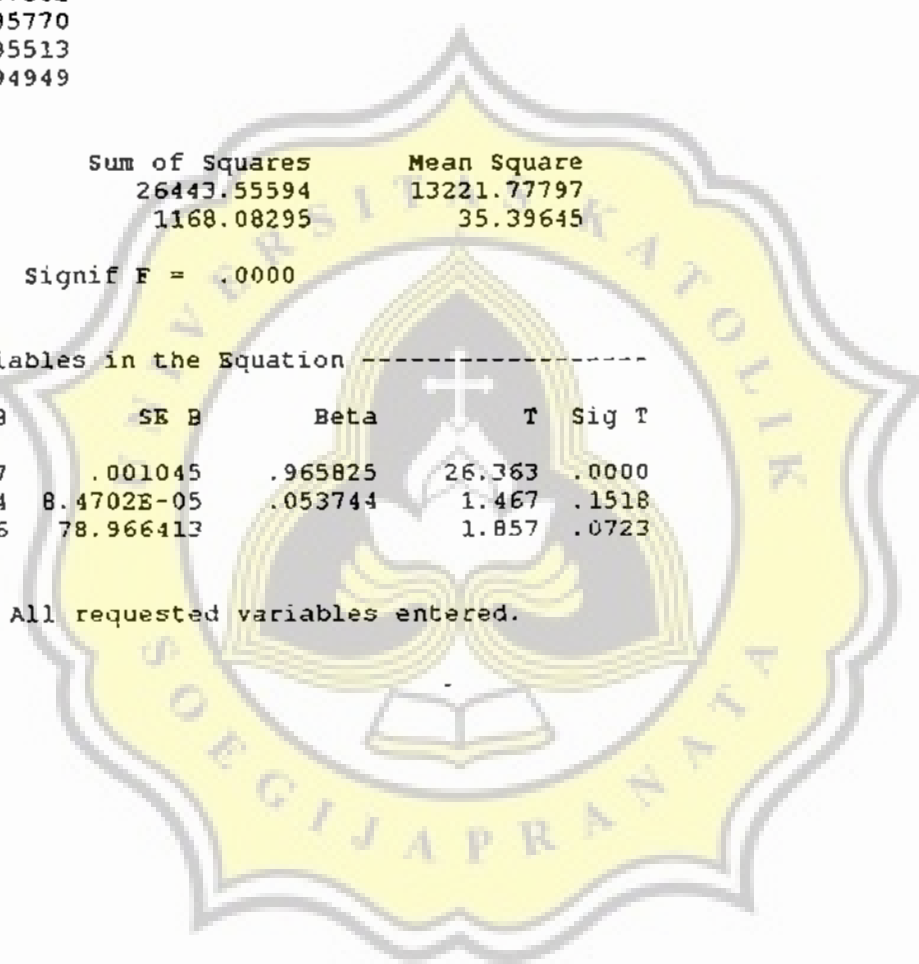
373.53398

Signif F = .0000

----- Variables in the Equation -----

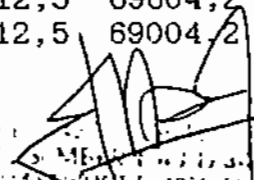
| Variable | B | SE B | Beta | T | Sig T |
|----------|-------------|------------|---------|--------|-------|
| UPAE | .027557 | .001045 | .965825 | 26.363 | .0000 |
| JAMSOS | 1.24256E-04 | 8.4702E-05 | .053744 | 1.467 | .1518 |
| Constant | 146.609066 | 78.966413 | | 1.857 | .0723 |

Block Number 1 All requested variables entered.



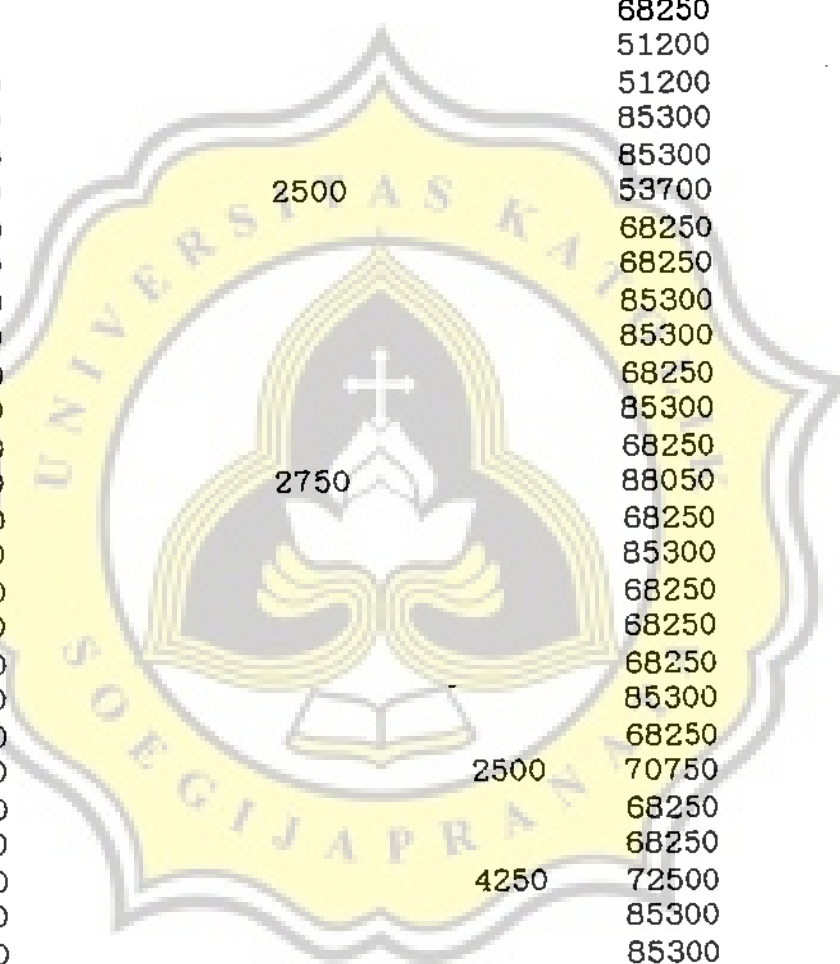
Lampiran 9
Upah Rata-Rata Yang Di Terima
Karyawan Bagian Penarikan Dan Pengesolan
Dari Bulan Februari Sampai April 1997

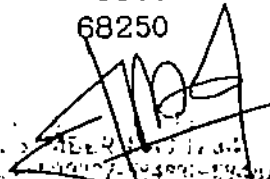
| NO | 2/1997 | 3/1997 | 4/1997 | Jumlah | Rata-Rata |
|----|---------|---------|---------|----------|-----------|
| 1 | 67210 | 73482,5 | 69387,5 | 210080 | 70026,7 |
| 2 | 69387,5 | 71662,5 | 69127,5 | 210177,5 | 70059,2 |
| 3 | 60352,5 | 71890 | 72215 | 204457,5 | 68152,5 |
| 4 | 64902,5 | 71565 | 69712,5 | 206180 | 68726,7 |
| 5 | 68770 | 72020 | 72475 | 213265 | 71088,3 |
| 6 | 64317,5 | 72930 | 71012,5 | 208260 | 69420 |
| 7 | 66072,5 | 72410 | 71370 | 209852,5 | 69950,3 |
| 8 | 65780 | 72767,5 | 70460 | 209007,5 | 69669,2 |
| 9 | 65487,5 | 71630 | 71695 | 208812,5 | 69604,2 |
| 10 | 64252,5 | 72572,5 | 70362,5 | 207902,5 | 69062,5 |
| 11 | 70135 | 71955 | 69127,5 | 211217,5 | 70405,8 |
| 12 | 61977,5 | 72962,5 | 72215 | 207155 | 69051,7 |
| 13 | 65162,5 | 71695 | 69745 | 206602,5 | 68867,5 |
| 14 | 64675 | 72605 | 70622,5 | 207902,5 | 69300,8 |
| 15 | 69387,5 | 71825 | 71077,5 | 212290 | 70763,3 |
| 16 | 64122,5 | 72735 | 70070 | 206927,5 | 68975,8 |
| 17 | 61717,5 | 71695 | 69127,5 | 202540 | 67513,3 |
| 18 | 68575 | 72020 | 69095 | 209690 | 69896,7 |
| 19 | 67600 | 72865 | 71500 | 211965 | 70655 |
| 20 | 66170 | 73125 | 69030 | 208325 | 69441,7 |
| 21 | 62562,5 | 72702,5 | 70687,5 | 205952,5 | 69322,5 |
| 22 | 65195 | 73060 | 70135 | 208390 | 69463,3 |
| 23 | 64512,5 | 72767,5 | 69355 | 206635 | 68878,3 |
| 24 | 63927,5 | 73060 | 69192,5 | 206180 | 68726,7 |
| 25 | 68315 | 72507,5 | 69127,5 | 209950 | 69983,3 |
| 26 | 64220 | 72312,5 | 71435 | 207967,5 | 69322,5 |
| 27 | 69225 | 73352,5 | 70362,5 | 212940 | 70980 |
| 28 | 64577,5 | 73255 | 69225 | 207057,5 | 69019,2 |
| 29 | 65487,5 | 72475 | 69615 | 207577,5 | 69192,5 |
| 30 | 65780 | 73450 | 71825 | 211055 | 70351,7 |
| 31 | 66202,5 | 72702,5 | 70070 | 208975 | 69658,3 |
| 32 | 64740 | 73645 | 69322,5 | 207707,5 | 69658,3 |
| 33 | 65877,5 | 71825 | 70297,5 | 208000 | 69333,3 |
| 34 | 65617,5 | 72377,5 | 69582,5 | 207577,5 | 69192,5 |
| 35 | 66137,5 | 71922,5 | 70752,5 | 208812,5 | 69604,2 |
| 36 | 66300 | 72280 | 70232,5 | 208812,5 | 69004,2 |


 Kepala Bagian Penarikan Dan Pengesolan
 PT. P. 24
 KAY. 10/97

Lampiran 10
 Jaminan Sosial Yang Di Terima
 Karyawan Bagian Penarikan Dan Pengesolan
 Dari Bulan Februari Sampai April 1997


| NO | THR | Tunjangan Kesehatan | | | | Jumlah |
|----|-------|---------------------|--------|--------|--------|--------|
| | | 2/1997 | 2/1997 | 3/1997 | 4/1997 | |
| 1 | 85300 | | | | | 85300 |
| 2 | 85300 | | | | | 85300 |
| 3 | 85300 | | | | | 85300 |
| 4 | 68250 | | | | | 68250 |
| 5 | 51200 | | | | | 51200 |
| 6 | 51200 | | | | | 51200 |
| 7 | 85300 | | | | | 85300 |
| 8 | 85300 | | | | | 85300 |
| 9 | 51200 | | 2500 | | | 53700 |
| 10 | 68250 | | | | | 68250 |
| 11 | 68250 | | | | | 68250 |
| 12 | 85300 | | | | | 85300 |
| 13 | 85300 | | | | | 85300 |
| 14 | 68250 | | | | | 68250 |
| 15 | 85300 | | | | | 85300 |
| 16 | 68250 | | | | | 68250 |
| 17 | 85300 | | 2750 | | | 88050 |
| 18 | 68250 | | | | | 68250 |
| 19 | 85300 | | | | | 85300 |
| 20 | 68250 | | | | | 68250 |
| 21 | 68250 | | | | | 68250 |
| 22 | 68250 | | | | | 68250 |
| 23 | 85300 | | | | | 85300 |
| 24 | 68250 | | | | | 68250 |
| 25 | 68250 | | | 2500 | | 70750 |
| 26 | 68250 | | | | | 68250 |
| 27 | 68250 | | | | | 68250 |
| 28 | 68250 | | | 4250 | | 72500 |
| 29 | 85300 | | | | | 85300 |
| 30 | 85300 | | | | | 85300 |
| 31 | 68250 | | | | | 68250 |
| 32 | 68250 | | | | | 68250 |
| 33 | 68250 | | | | | 68250 |
| 34 | 68250 | | | | | 68250 |
| 35 | 68250 | | 4000 | 3250 | | 75500 |
| 36 | 68250 | | | | | 68250 |



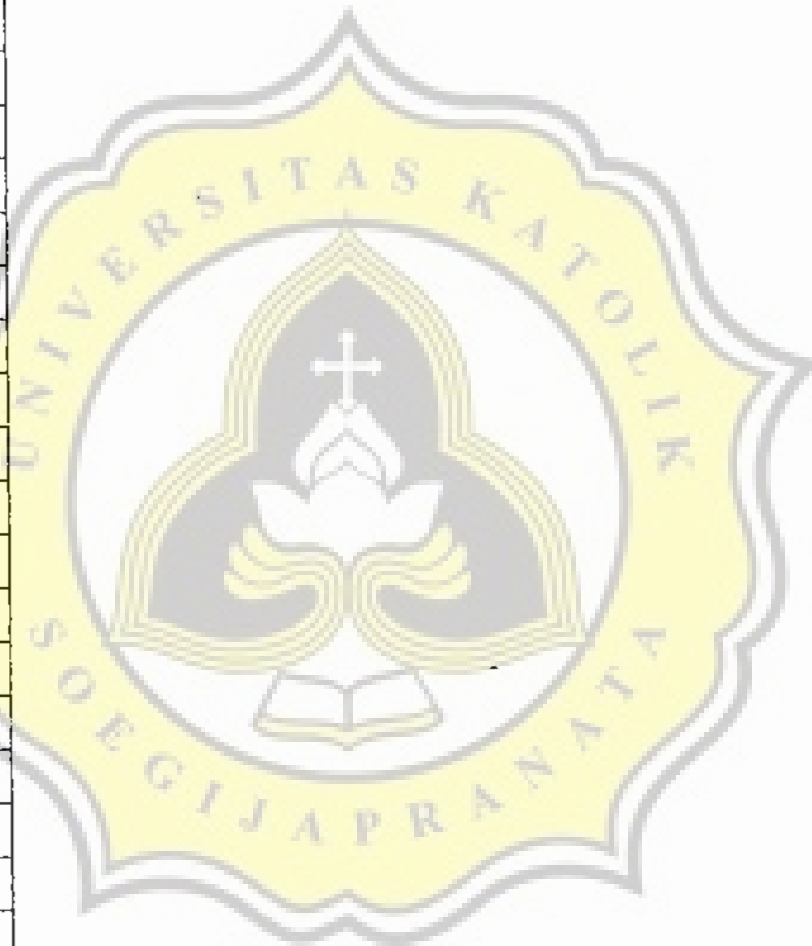

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 Jl. Sekeloa Selatan 1 No. 10
 Semarang 50132 Indonesia
 Telp. (061) 522727

Lampiran 11
Rata-Rata Unit Yang Dihasilkan
Karyawan Bagian Penarikan Dan Pengesolan
Per Bulan Kerja
Dari Bulan Februari Sampai April 1997

| NO | 2/1997 | 3/1997 | 4/1997 | Jumlah | Rata-Rata |
|----|--------|--------|--------|--------|-----------|
| 1 | 2068 | 2261 | 2135 | 6464 | 2154,7 |
| 2 | 2135 | 2205 | 2127 | 6467 | 2155,6 |
| 3 | 1857 | 2212 | 2222 | 6291 | 2097 |
| 4 | 1997 | 2202 | 2145 | 6344 | 2114,7 |
| 5 | 2116 | 2216 | 2230 | 6562 | 2187,3 |
| 6 | 1979 | 2244 | 2185 | 6408 | 2136 |
| 7 | 2033 | 2228 | 2196 | 6457 | 2152,3 |
| 8 | 2024 | 2239 | 2168 | 6431 | 2143,6 |
| 9 | 2015 | 2204 | 2206 | 6425 | 2141,7 |
| 10 | 1977 | 2233 | 2165 | 6375 | 2125 |
| 11 | 2158 | 2214 | 2127 | 6499 | 2166,3 |
| 12 | 1907 | 2245 | 2222 | 6374 | 2124,7 |
| 13 | 2005 | 2206 | 2146 | 6357 | 2119 |
| 14 | 1990 | 2234 | 2173 | 6397 | 2132,3 |
| 15 | 2135 | 2210 | 2187 | 6532 | 2177,3 |
| 16 | 1973 | 2238 | 2156 | 6367 | 2122,3 |
| 17 | 1899 | 2206 | 2127 | 6232 | 2077,3 |
| 18 | 2110 | 2216 | 2126 | 6452 | 2150,7 |
| 19 | 2080 | 2242 | 2200 | 6522 | 2174 |
| 20 | 2036 | 2250 | 2124 | 6410 | 2136,7 |
| 21 | 1925 | 2237 | 2175 | 6337 | 2112,3 |
| 22 | 2006 | 2248 | 2158 | 6412 | 2137,3 |
| 23 | 1985 | 2239 | 2134 | 6358 | 2119,3 |
| 24 | 1967 | 2248 | 2129 | 6344 | 2114,7 |
| 25 | 2102 | 2231 | 2127 | 6460 | 2153,3 |
| 26 | 1976 | 2225 | 2198 | 6399 | 2133 |
| 27 | 2130 | 2257 | 2165 | 6552 | 2184 |
| 28 | 1987 | 2254 | 2130 | 6371 | 2123,7 |
| 29 | 2015 | 2230 | 2142 | 6387 | 2129 |
| 30 | 2024 | 2260 | 2210 | 6494 | 2164,7 |
| 31 | 2037 | 2237 | 2156 | 6430 | 2143,3 |
| 32 | 1992 | 2266 | 2133 | 6391 | 2130,3 |
| 33 | 2027 | 2210 | 2163 | 6400 | 2133,3 |
| 34 | 2019 | 2227 | 2141 | 6387 | 2129 |
| 35 | 2035 | 2213 | 2177 | 6425 | 2141,7 |
| 36 | 2040 | 2224 | 2161 | 6425 | 2141,7 |
| | 72761 | 80311 | 77866 | | |


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 20. SENTER MAS 1/34
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 FAX (0247) 903727
 SURABAYA 55

| upah | jamsos | proctv |
|-------|--------|--------|
| 70025 | 85300 | 2155 |
| 70060 | 85300 | 2156 |
| 68150 | 85300 | 2097 |
| 68275 | 68250 | 2115 |
| 71090 | 51200 | 2188 |
| 69420 | 51200 | 2136 |
| 69950 | 85300 | 2153 |
| 69670 | 85300 | 2144 |
| 69600 | 53700 | 2142 |
| 69060 | 68250 | 2125 |
| 70400 | 68250 | 2167 |
| 69050 | 85300 | 2125 |
| 68865 | 85300 | 2119 |
| 69300 | 68250 | 2133 |
| 70760 | 85300 | 2178 |
| 68975 | 68250 | 2123 |
| 67515 | 88050 | 2078 |
| 69900 | 68250 | 2151 |
| 70655 | 85300 | 2174 |
| 69440 | 68250 | 2137 |
| 68650 | 68250 | 2113 |
| 69465 | 68250 | 2135 |
| 68875 | 85300 | 2120 |
| 68725 | 68250 | 2115 |
| 69980 | 70750 | 2154 |
| 69320 | 68250 | 2133 |
| 70980 | 68250 | 2184 |
| 69020 | 72500 | 2124 |
| 69190 | 85300 | 2129 |
| 70350 | 85300 | 2165 |
| 69660 | 68250 | 2144 |
| 69235 | 68250 | 2131 |
| 69330 | 68250 | 2134 |



| upah | Jamsos | prodtv |
|-------|--------|--------|
| 69190 | 68250 | 2129 |
| 69600 | 75500 | 2142 |
| 69600 | 68250 | 2142 |



***** MULTIPLE REGRESSION *****

twise Deletion of Missing Data

ation Number 1 Dependent Variable.. PRODTV

ck Number 1. Method: Enter UPAH JAMSOS

iable(s) Entered on Step Number

1.. JAMSOS
2.. UPAH

Multiple R .99550
Adjusted R Square .99101
Standard Error 2.28284

Analysis of Variance

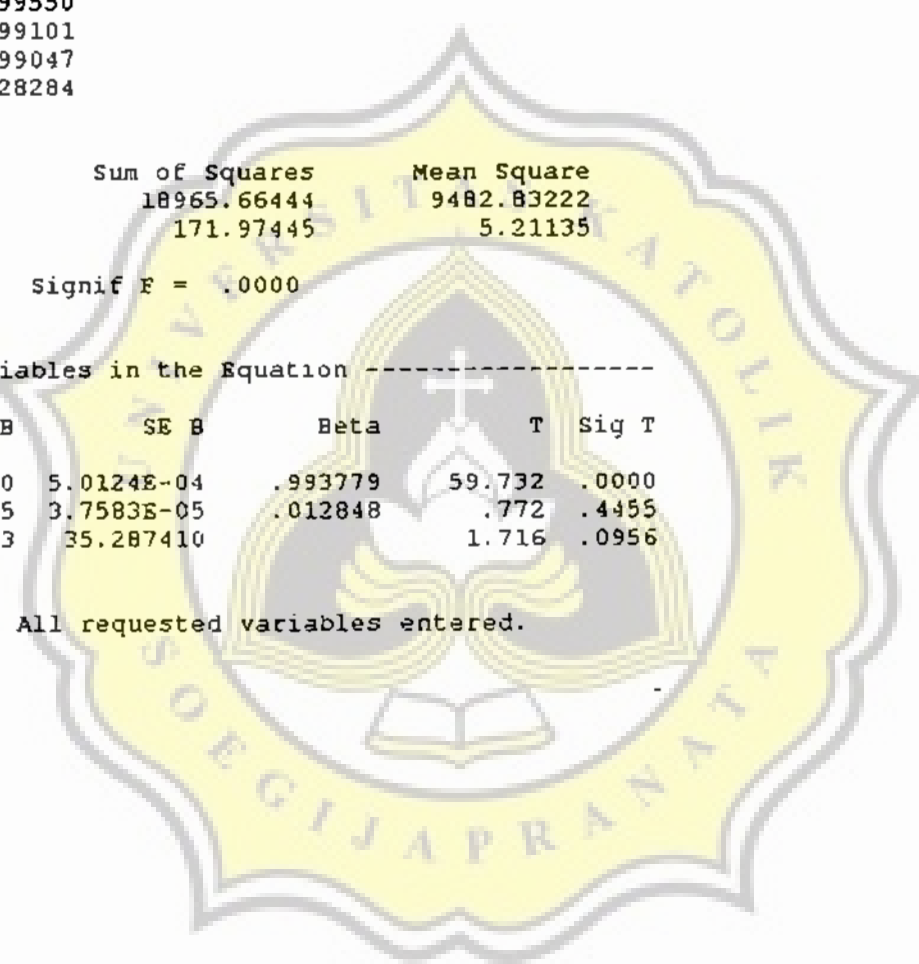
| | DF | Sum of Squares | Mean Square |
|------------|----|----------------|-------------|
| Regression | 2 | 18965.66444 | 9482.83222 |
| Residual | 33 | 171.97445 | 5.21135 |

F = 1819.65088 Signif F = .0000

----- Variables in the Equation -----

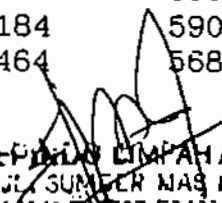
| Variable | B | SE B | Beta | T | Sig T |
|------------|-------------|------------|---------|--------|-------|
| UPAH | .029940 | 5.0124E-04 | .993779 | 59.732 | .0000 |
| JAMSOS | 2.90238E-05 | 3.7583E-05 | .012848 | .772 | .4455 |
| (Constant) | 60.536883 | 35.287410 | | 1.716 | .0956 |

Block Number 1 All requested variables entered.




Lampiran 13
Upah Rata-Rata Yang Di/Terima
Karyawan Bagian Pengeslepan Dan Pengepresan
Dari Bulan Februari Sampai April 1997

| NO | 2/1997 | 3/1997 | 4/1997 | Jumlah | Rata-Rata |
|----|--------|--------|--------|--------|-----------|
| 1 | 56280 | 62020 | 59304 | 117604 | 59201,33 |
| 2 | 55832 | 60200 | 59220 | 175252 | 58417,33 |
| 3 | 55300 | 61516 | 59052 | 175868 | 58622,66 |
| 4 | 56196 | 61768 | 58660 | 176624 | 58874,66 |
| 5 | 56000 | 60900 | 58576 | 175476 | 58492 |
| 6 | 56420 | 62552 | 59304 | 178276 | 59294,66 |
| 7 | 57036 | 61992 | 58856 | 177884 | 59294,66 |
| 8 | 57904 | 62076 | 59220 | 179200 | 59733,33 |
| 9 | 59080 | 61292 | 58968 | 179340 | 59780 |
| 10 | 57988 | 60788 | 58632 | 177408 | 59136 |
| 11 | 52808 | 60928 | 59332 | 173068 | 57689,33 |
| 12 | 53032 | 61180 | 58912 | 173124 | 57708 |
| 13 | 55720 | 61320 | 58660 | 175700 | 58566,66 |
| 14 | 54124 | 60564 | 59192 | 173880 | 57960 |
| 15 | 57204 | 60452 | 58688 | 176344 | 58781,33 |
| 16 | 58940 | 61376 | 59416 | 179732 | 59910,66 |
| 17 | 58660 | 61320 | 59276 | 179256 | 59752 |
| 18 | 58212 | 61684 | 59136 | 179032 | 59677,33 |
| 19 | 58436 | 61040 | 59024 | 178500 | 59500 |
| 20 | 55440 | 60928 | 59052 | 175420 | 58473,33 |
| 21 | 58912 | 60284 | 59276 | 178472 | 59490,66 |
| 22 | 59780 | 61516 | 58604 | 179900 | 59966,66 |
| 23 | 58940 | 60508 | 59360 | 178808 | 59602,66 |
| 24 | 56672 | 60648 | 59500 | 176820 | 58940 |
| 25 | 57456 | 60424 | 59052 | 176932 | 58977,33 |
| 26 | 52584 | 61628 | 58884 | 173096 | 57698,66 |
| 27 | 56336 | 60564 | 59276 | 176176 | 58725,33 |
| 28 | 58324 | 61656 | 58716 | 178696 | 59565,33 |
| 29 | 55832 | 60844 | 59556 | 176232 | 58744 |
| 30 | 55244 | 61880 | 59192 | 176316 | 58772 |
| 31 | 56140 | 60788 | 59248 | 176176 | 58725,33 |
| 32 | 52360 | 60704 | 59472 | 172536 | 57512 |
| 33 | 54152 | 60900 | 58744 | 173796 | 57932 |
| 34 | 56280 | 61208 | 59536 | 177044 | 59014,66 |
| 35 | 55832 | 61880 | 59472 | 177184 | 59061,33 |
| 36 | 49952 | 61180 | 59332 | 170464 | 56821,33 |


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 SEMARANG 50143 INDONESIA


Lampiran 14
 Jaminan Sosial Yang Di Terima
 Karyawan Bagian Pengeslepan Dan Pengepresan
 Dari Bulan Februari Sampai April 1997

| NO | THR 2/1997 | Tunjangan Kesehatan | | | Jumlah |
|----|---------------|---------------------|--------|--------|--------|
| | | 2/1997 | 3/1997 | 4/1997 | |
| 1 | 73500 | — | — | — | 73500 |
| 2 | 58500 | — | — | — | 58500 |
| 3 | 73500 | — | — | — | 73500 |
| 4 | 58500 | — | — | — | 58500 |
| 5 | 73500 | — | — | 3300 | 76800 |
| 6 | 44100 | — | — | — | 44100 |
| 7 | 58500 | — | — | — | 58500 |
| 8 | 58500 | — | — | — | 58500 |
| 9 | 73500 | — | — | — | 73500 |
| 10 | 58500 | — | — | — | 58500 |
| 11 | 58500 | 6000 | — | — | 64500 |
| 12 | 58500 | — | — | — | 58500 |
| 13 | 58500 | — | — | — | 58500 |
| 14 | 44100 | — | — | — | 44100 |
| 15 | 73500 | — | 6250 | — | 79750 |
| 16 | 44100 | — | — | — | 44100 |
| 17 | 73500 | — | — | — | 73500 |
| 18 | 58500 | 2500 | — | — | 61000 |
| 19 | 58500 | — | — | — | 58500 |
| 20 | 58500 | — | — | — | 58500 |
| 21 | 58500 | — | 5500 | — | 64000 |
| 22 | 58500 | — | — | — | 58500 |
| 23 | 73500 | — | — | — | 73500 |
| 24 | 73500 | — | — | — | 73500 |
| 25 | 73500 | — | — | — | 73500 |
| 26 | 58500 | — | — | — | 58500 |
| 27 | 73500 | — | — | — | 73500 |
| 28 | 73500 | — | — | 2500 | 76000 |
| 29 | 58500 | — | — | — | 58500 |
| 30 | 73500 | — | — | — | 73500 |
| 31 | 58500 | — | — | — | 58500 |
| 32 | 58500 | — | — | — | 58500 |
| 33 | 58500 | — | — | — | 58500 |
| 34 | 58500 | — | — | — | 58500 |
| 35 | 58500 | — | — | — | 58500 |
| 36 | 73500 | 4250 | — | — | 77750 |

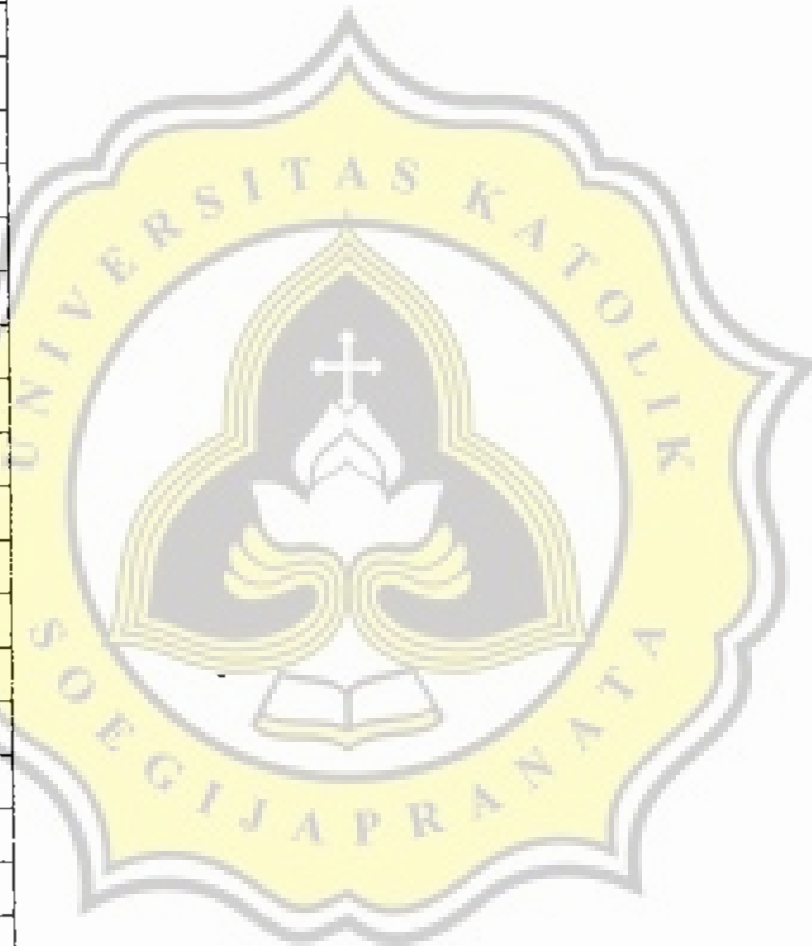

 PT. SEPINDO LINTAS AN. S. KINIS
 Jl. SUMBER MATA 124
 T.P. (024) 583727-583728-583729
 FAKS. (024) 583727
 SEMARANG 51

Lampiran 15
Rata-Rata Unit Yang Dihasilkan
Karyawan Bagian Pengeslepan Dan Pengepresan
Per Bulan Kerja
Dari Bulan Februari Sampai April 1997

| NO | 2/1997 | 3/1997 | 4/1997 | Jumlah | Rata-Rata |
|----|--------|--------|--------|--------|-----------|
| 1 | 2010 | 2215 | 2118 | 6343 | 2114,33 |
| 2 | 1994 | 2150 | 2115 | 6259 | 2086,33 |
| 3 | 1975 | 2197 | 2109 | 6281 | 2093,66 |
| 4 | 2007 | 2206 | 2095 | 6308 | 2102,66 |
| 5 | 2000 | 2175 | 2092 | 6267 | 2089 |
| 6 | 2015 | 2234 | 2118 | 6367 | 2122,33 |
| 7 | 2037 | 2214 | 2102 | 6353 | 2117,66 |
| 8 | 2068 | 2217 | 2115 | 6400 | 2133,33 |
| 9 | 2110 | 2189 | 2106 | 6405 | 2135 |
| 10 | 2071 | 2171 | 2094 | 6336 | 2112 |
| 11 | 1886 | 2176 | 2119 | 6181 | 2060,33 |
| 12 | 1894 | 2185 | 2104 | 6183 | 2061 |
| 13 | 1990 | 2190 | 2095 | 6275 | 2091,66 |
| 14 | 1933 | 2163 | 2114 | 6210 | 2070 |
| 15 | 2043 | 2159 | 2096 | 6298 | 2099,33 |
| 16 | 2105 | 2192 | 2122 | 6419 | 2139,66 |
| 17 | 2095 | 2190 | 2117 | 6402 | 2134 |
| 18 | 2079 | 2203 | 2112 | 6394 | 2131,33 |
| 19 | 2087 | 2180 | 2108 | 6375 | 2125 |
| 20 | 1980 | 2176 | 2109 | 6265 | 2088,33 |
| 21 | 2104 | 2153 | 2117 | 6374 | 2124,66 |
| 22 | 2135 | 2197 | 2093 | 6425 | 2141,66 |
| 23 | 2105 | 2161 | 2120 | 6386 | 2128,66 |
| 24 | 2024 | 2166 | 2125 | 6315 | 2105 |
| 25 | 2052 | 2158 | 2109 | 6319 | 2106,33 |
| 26 | 1878 | 2201 | 2103 | 6182 | 2060,66 |
| 27 | 2012 | 2163 | 2117 | 6292 | 2097,33 |
| 28 | 2083 | 2202 | 2097 | 6382 | 2127,33 |
| 29 | 1994 | 2173 | 2127 | 6294 | 2098 |
| 30 | 1973 | 2210 | 2114 | 6297 | 2099 |
| 31 | 2005 | 2171 | 2116 | 6292 | 2097,33 |
| 32 | 1870 | 2168 | 2124 | 6162 | 2054 |
| 33 | 1934 | 2175 | 2098 | 6207 | 2069 |
| 34 | 2010 | 2186 | 2127 | 6323 | 2107,66 |
| 35 | 1994 | 2210 | 2124 | 6328 | 2109,33 |
| 36 | 1784 | 2185 | 2119 | 6088 | 2029,33 |
| | 72336 | 78661 | 75990 | | |


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 FAX. (023) 58727

| upah | jamsos | prodtv |
|-------|--------|--------|
| 59200 | 73500 | 2115 |
| 58420 | 58500 | 2087 |
| 58620 | 73500 | 2094 |
| 85875 | 58500 | 2103 |
| 58490 | 76800 | 2089 |
| 59425 | 44100 | 2123 |
| 59295 | 58500 | 2118 |
| 59730 | 58500 | 2134 |
| 59780 | 73500 | 2135 |
| 59136 | 58500 | 2112 |
| 57690 | 64500 | 2061 |
| 57710 | 58500 | 2061 |
| 58565 | 58500 | 2092 |
| 57960 | 44100 | 2070 |
| 58780 | 79750 | 2100 |
| 59910 | 44100 | 2140 |
| 59750 | 73500 | 2134 |
| 59675 | 61000 | 2132 |
| 59500 | 58500 | 2125 |
| 58475 | 58500 | 2089 |
| 59490 | 64000 | 2125 |
| 59965 | 58500 | 2142 |
| 59600 | 73500 | 2129 |
| 58940 | 73500 | 2105 |
| 58975 | 73500 | 2107 |
| 57700 | 58500 | 2061 |
| 58725 | 73500 | 2098 |
| 59565 | 76000 | 2128 |
| 58745 | 58500 | 2098 |
| 58770 | 73500 | 2099 |
| 58725 | 58500 | 2098 |
| 57510 | 58500 | 2054 |
| 57930 | 58500 | 2069 |



| upah | jamsos | prodtv |
|-------|--------|--------|
| 59016 | 58500 | 2108 |
| 59060 | 58500 | 2110 |
| 56820 | 77750 | 2030 |



***** MULTIPLE REGRESSION *****

Deletion of Missing Data

Step Number 1 Dependent Variable.. PRODTV

Step Number 1. Method: Enter UPAB JAMSOS

Step(s) Entered on Step Number
JAMSOS
UPAB

Adjusted R Square .97095
Durbin-Watson .94274
Standard Error of Estimate .94030
Standard Error of the Estimate 1.11614

Analysis of Variance

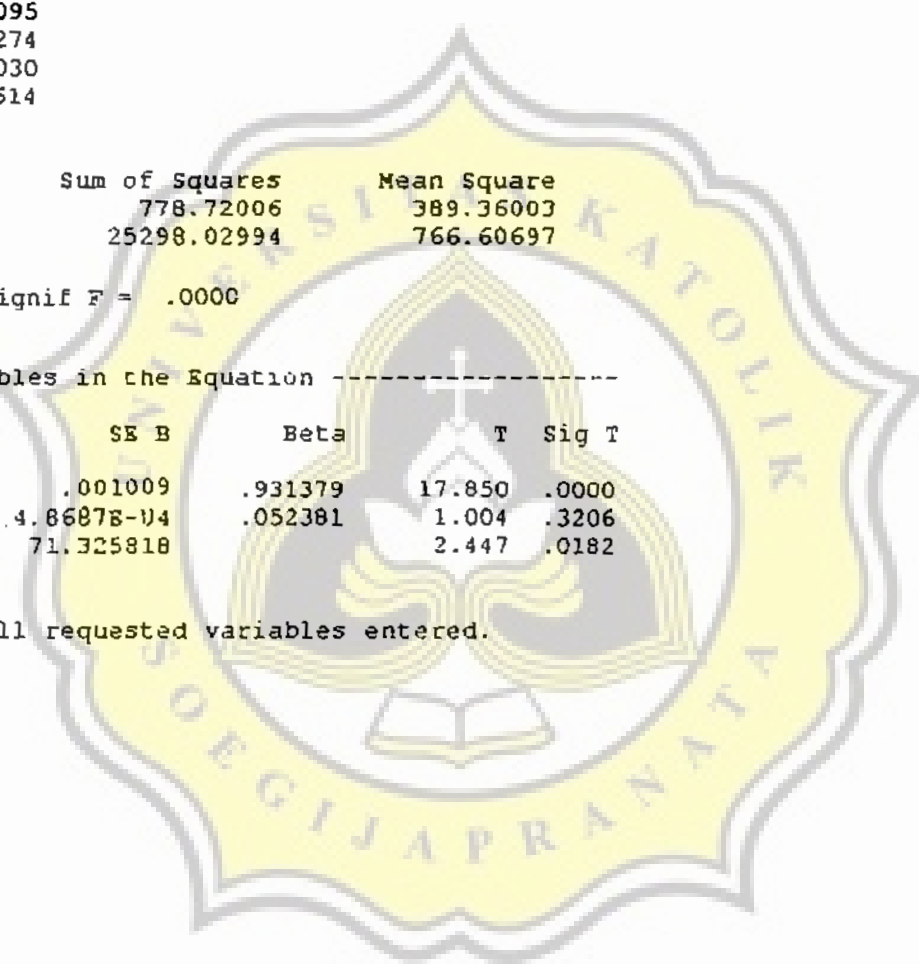
| | DF | Sum of Squares | Mean Square |
|------------|----|----------------|-------------|
| Regression | 2 | 778.72006 | 389.36003 |
| Residual | 33 | 25298.02994 | 766.60697 |

F = 386.89248 Signif F = .0000

----- Variables in the Equation -----

| Variable | B | SE B | Beta | T | Sig T |
|----------|-------------|------------|---------|--------|-------|
| Constant | .001032 | .001009 | .931379 | 17.850 | .0000 |
| JAMSOS | 1.33112E-05 | 4.8687E-04 | .052381 | 1.004 | .3206 |
| UPAB | 2041.577949 | 71.325818 | | 2.447 | .0182 |

Block Number 1 All requested variables entered.



LAMPIRAN 17

Perhitungan Untuk Pemberian Saran

a. Bagian Pembuatan Pola Dan Penjahitan

Persamaan regresi linear berganda untuk bagian ini adalah sebagai berikut:

$$Y = 70,12033 + 0,032106 X_1 + 0,000169797 X_2$$

Dari persamaan di atas dapat diartikan bahwa jika upah rata-rata per bulan naik Rp.100,00 maka produktivitas akan naik sebesar 3,2 unit atau dengan kata lain jika upah rata-rata per bulan naik Rp.31.25,00 maka produktivitas akan naik sebesar 1 unit.

Bila diketahui upah per unit sebesar Rp.30,00, target perusahaan rata-rata per bulan per karyawan sebesar 2200 unit, yang terealisasi rata-rata per bulan per karyawan sebesar 2177 unit, dan Yang tidak terealisasi sebesar 23 unit maka kenaikan upah agar target perusahaan dapat terpenuhi adalah sebesar $Rp.31,25,00 : 23 \text{ unit} = Rp.1,36,00$ per unit.

Jadi upah per unit yang disarankan untuk diberikan kepada karyawan adalah sebesar $Rp.30,00 + Rp.1,36,00 = Rp.31,36.00$.

b. Bagian Pengeleman

Persamaan regresi linear berganda untuk bagian ini adalah sebagai berikut:

$$Y = 146,609066 + 0,027557 X_1 + 0,000124256 X_2$$

Dari persamaan di atas dapat diartikan bahwa jika upah rata-rata per bulan naik Rp.100,00 maka produktivitas akan naik sebesar 2,76 unit atau dengan kata lain jika upah rata-rata per bulan naik Rp.36,2,00 maka produktivitas akan naik sebesar 1 unit.

Bila diketahui upah per unit sebesar Rp.34,00, target perusahaan rata-rata per bulan per karyawan sebesar 2200 unit, yang terealisasi rata-rata per bulan per karyawan sebesar 2173 unit, dan Yang tidak terealisasi sebesar 27 unit maka kenaikan upah agar target perusahaan dapat terpenuhi adalah sebesar $\text{Rp.36,2,00} : 27 \text{ unit} = \text{Rp.1,34,00}$ per unit.

Jadi upah per unit yang disarankan untuk diberikan kepada karyawan adalah sebesar $\text{Rp.34,00} + \text{Rp.1,34,00} = \text{Rp.35.34,00}$.

c. Bagian Penarikan Dan pengesolan

Persamaan regresi linear berganda untuk bagian ini adalah sebagai berikut:

$$Y = 60,536883 + 0,09940 X_1 + 0,0000290238 X_2$$

Dari persamaan di atas dapat diartikan bahwa jika upah rata-rata per bulan naik Rp.100,00 maka produktivitas akan naik sebesar 2,99 unit atau dengan kata lain jika upah rata-rata per bulan naik Rp.33,4,00 maka produktivitas akan naik sebesar 1 unit.

Bila diketahui upah per unit sebesar Rp.32.5.00, target perusahaan rata-rata per bulan per karyawan sebesar 2200

unit, yang terealisasi rata-rata per bulan per karyawan sebesar 2138 unit, dan Yang tidak terealisasi sebesar 62 unit maka kenaikan upah agar target perusahaan dapat terpenuhi adalah sebesar $\text{Rp.}33.4.00 : 62 \text{ unit} = \text{Rp.}0,54,00$ per unit.

Jadi upah per unit yang disarankan untuk diberikan kepada karyawan adalah sebesar $\text{Rp.}32,5,00 + \text{Rp.}0,54,00 = \text{Rp.}33,04$.

d. Bagian Pengeslepan Dan Pengepresan

Persamaan regresi linear berganda untuk bagian ini adalah sebagai berikut:

$$Y = 2041,577949 + 0,001032 X_1 + 0,0000133112 X_2$$

Dari persamaan di atas dapat diartikan bahwa jika upah rata-rata per bulan naik $\text{Rp.}1000,00$ maka produktivitas akan naik sebesar 1,03 unit atau dengan kata lain jika upah rata-rata per bulan naik $\text{Rp.}971,00$ maka produktivitas akan naik sebesar 1 unit.

Bila diketahui upah per unit sebesar $\text{Rp.}28,00$, target perusahaan rata-rata per bulan per karyawan sebesar 2200 unit, yang terealisasi rata-rata per bulan per karyawan sebesar 2101 unit, dan Yang tidak terealisasi sebesar 99 unit maka kenaikan upah agar target perusahaan dapat terpenuhi adalah sebesar $\text{Rp.}971,00 : 99 \text{ unit} = \text{Rp.}9,8,00$ per unit.

Jadi upah per unit yang disarankan untuk diberikan kepada karyawan adalah sebesar $\text{Rp.}28,00 + \text{Rp.}9,8,00 = \text{Rp.}37,8,00$

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SURAT KETERANGAN SURVEY

Yang bertanda tangan di bawah ini, saya selaku pimpinan dari PT Sepindo Limpah Anugerah menerangkan bahwa:

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benar-benar telah melakukan survey di perusahaan kami.

Demikian surat keterangan ini kami buat dan kiranya dapat digunakan dengan sebagaimana mestinya

(Bp. Agus Santoso)

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