

ABSTRACT
FACTORS AFFECTING THE PRODUCTIVITY OF TEXTILE
PROCESSING INDUSTRY EMPLOYEES AT THE INDUSTRIAL CENTER
AREA IN BOGOR DISTRICT
(A Case Study of Ciampea Subdistrict)

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This study aimed to determine the influences of education, salaries, work experience, gender, age and incentives partially and simultaneously on employee productivity of the textile processing industry at the central industrial area in Bogor District based on a case study of Ciampea Subdistrict. The sampling was conducted using a purposive sampling technique, and the data was collected through the distribution of questionnaires and obtained 100 respondents from 5 textile companies. The results showed that partially, education, salaries, work experience, gender, age and incentives had a significant positive influence on the productivity of the textile processing industry employees at the central industrial area of Ciampea Subdistrict, Bogor District. Simultaneously, education, salaries, work experience, gender, age, and incentives had a significant influence on the productivity of the textile processing industry employees,

Keywords : *education, salaries, work experience, gender, age, incentives*

ABSTRAK

FAKTOR-FAKTOR YANG MEMPENGARUHI PRODUKTIVITAS TENAGA KERJA INDUSTRI PENGOLAHAN *TEKSTILE* PADA KAWASAN SENTRA INDUSTRI DI KABUPATEN BOGOR (Studi Kasus Kecamatan Ciampea)

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Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh pendidikan, upah, pengalaman kerja, jenis kelamin, umur dan insentif secara parsial dan simultan terhadap produktivitas tenaga kerja industri pengolahan *tekstile* pada kawasan sentral industri di Kabupaten Bogor studi kasus Kecamatan Ciampea. Pengambilan sampel dilakukan dengan menggunakan teknik *purposive sampling*, data dikumpulkan melalui distribusi kuesioner dan memperoleh 100 responden dari 5 perusahaan *tekstile*. Hasil penelitian menunjukkan bahwa secara parsial, pendidikan, upah, pengalaman kerja, jenis kelamin, umur dan insentif berpengaruh signifikan secara positif terhadap produktivitas tenaga kerja industri pengolahan *tekstile* pada kawasan sentral industri di Kecamatan Ciampea, Kabupaten Bogor. Secara simultan, pendidikan, upah, pengalaman kerja, jenis kelamin, umur, dan insentif berpengaruh signifikan terhadap produktivitas tenaga kerja industri pengolahan *tekstile*.

Kata kunci : pendidikan, upah, pengalaman kerja, jenis kelamin, umur, insentif