

ABSTRACT

THE EFFECT OF THE WAGE SYSTEM BASED ON THE AMOUNT OF PRODUCTION AND WORK ENVIRONMENT ON PERFORMANCE

(A Study of the Production Labor on packing division of PT. Herlinah Cipta Pratama Garut Regency)

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The objective of this study was to find out the effect of wage system based on the amount of production and work environment on the performance of the production workforce of PT. Herlinah Cipta Pratama. This research was an explanatory verification research that is quantitative and with survey research methods, while the sampling technique uses Simple random sampling clusters. The data used were primary data obtained through questionnaires and interviews, and secondary data obtained from literature reviews and other relevant parties. The analysis tool uses multiple regression analysis. The results showed that: (1) the wage system based on the amount of production had a significant effect on labor performance, (2) The work environment had a significant effect on labor performance and; (3) the wage system based on the amount of production and the working environment has a significant influence simultaneously on labor performance.

Keywords: wage system by amount of production, working environment, performance.

