

ABSTRAK

Perusahaan atau organisasi harus mampu mengelola sumber daya manusia sebaik mungkin. Salah satu upaya yang harus dilakukan oleh perusahaan atau organisasi dalam mengelola sumber daya manusia agar dapat berkembang, yaitu dengan meningkatkan faktor sosial ekonomi sumber daya manusia sebagai tenaga kerja, yaitu melalui pemberian imbalan atau pendapatan. Tujuan dari penelitian ini adalah untuk menganalisis produktivitas tenaga kerja pemanen kelapa sawit dan menganalisis pengaruh faktor sosial ekonomi (usia, jumlah tanggungan, tingkat pendidikan, pengalaman bekerja, gaji, premi, topografi dan sarana pendukung) serta menganalisis pengaruh produktivitas terhadap pendapatan tenaga kerja pemanen kelapa sawit di PTPN II Kebun Limau Mungkur, Kabupaten Deli Serdang. Penelitian dilakukan dengan cara *purposive sampling* dengan jumlah sampel sebanyak 41 orang pemanen. Metode analisis yang digunakan adalah analisis deskriptif dan regresi linear berganda. Hasil penelitian menyimpulkan bahwa produktivitas tenaga kerja pemanen kelapa sawit di PTPN II Kebun Limau Mungkur, Kabupaten Deli Serdang rata-rata sebesar 836,12 Kg/HKP/Bulan termasuk kedalam kategori relatif rendah. Hasil estimasi regresi berganda menunjukkan bahwa secara serempak variabel usia, jumlah tanggungan, tingkat pendidikan, pengalaman bekerja, gaji, premi, topografi dan sarana pendukung berpengaruh signifikan terhadap produktivitas tenaga kerja pemanen kelapa sawit. Sedangkan secara parsial hanya variabel usia, jumlah tanggungan, pengalaman bekerja, gaji, premi, dan topografi berpengaruh signifikan terhadap produktivitas tenaga kerja pemanen kelapa sawit. Hasil estimasi regresi linier menunjukkan variabel produktivitas berpengaruh signifikan terhadap pendapatan tenaga kerja pemanen kelapa sawit.

Kata Kunci : Pendapatan, Produktivitas, Tenaga Kerja Pemanen Kelapa Sawit

ABSTRACT

Companies or organizations must be able to manage human resources as well as possible. One of the efforts that must be made by companies or organizations in managing human resources so that they can develop, namely by increasing the socio-economic factors of human resources as workers, namely through the provision of rewards or income. The purpose of this study was to analyze the labor productivity of oil palm harvesters and to analyze the influence of socio-economic factors (age, number of dependents, education level, work experience, salary, premiums, topography and supporting facilities) as well as to analyze the effect of productivity on labor income of coconut harvesters. oil palm plantations at PTPN II Limau Mungkur Estate, Deli Serdang Regency. The research was conducted by purposive sampling with a total sample of 41 harvesters. The analytical method used is descriptive analysis and multiple linear regression. The results of the study concluded that the labor productivity of oil palm harvesters at PTPN II Kebun Limau Mungkur, Deli Serdang Regency averaged 836.12 Kg/HKP/Month which was included in the relatively low category. The results of the multiple regression estimation show that simultaneously the variables of age, number of dependents, education level, work experience, salary, premium, topography and supporting facilities have a significant effect on labor productivity of oil palm harvesters. Meanwhile, partially only the variables of age, number of dependents, work experience, salary, premium, and topography have a significant effect on labor productivity of oil palm harvesters. The results of the linear regression estimation show that the productivity variable has a significant effect on the labor income of oil palm harvesters.

Keywords: Income, Productivity, Oil Palm Harvesting Labor