

ABSTRAK

Kinerja karyawan panen memegang peranan penting pada perusahaan kelapa sawit, penelitian ini bertujuan untuk menganalisis premi dan upah terhadap kinerja karyawan panen di PT. Bahruny Kebun KP-BG Desa Kwala Pasilam Kecamatan Padang Tualang. mendeskripsikan kinerja karyawan PT. Bahruny Kebun KP-BG Desa Kwala Pasilam Kecamatan Padang Tualang, dan menganalisis pengaruh premi dan upah terhadap kinerja karyawan PT. Bahruny Kebun KP-BG Desa Kwala Pasilam Kecamatan Padang Tualang. Penelitian dilaksanakan di PT. Bahruny Kebun KP-BG Desa Kwala Pasilam Kecamatan Padang Tualang Kabupaten Langkat, Sumatera Utara. Metode penelitian menggunakan studi literatur mengenai Analisis Premi dan Upah Terhadap Kinerja Karyawan. Ulasan literatur menunjukkan bahwa peranan premi dan upah mempengaruhi kinerja karyawan panen.

Kata Kunci : Kinerja, Premi, Upah, Karyawan Panen

ABSTRACT

The performance of harvest employees plays an important role in oil palm companies, this study aims to analyze premiums and wages on the performance of harvest employees at PT. Bahruny Kebun KP-BG, Desa Kwala Pasilam, Kecamatan Padang Tualang. Describe the performance of employees of PT. Bahruny Kebun KP-BG Desa Kwala Pasilam, Kecamatan Padang Tualang, and analyzes the effect of premiums and wages on the performance of employees of PT. Bahruny Kebun KP-BG, Desa Kwala Pasilam, Kecamatan Padang Tualang. The research was conducted at PT. Bahruny Kebun KP-BG, Desa Kwala Pasilam, Kecamatan Padang Tualang, Kabupaten Langkat, Sumatera Utara. The research method uses a literature study on the analysis of premiums and wages on employee performance. Literature review shows that the role of premiums and wages affect the performance of harvest employees.

Keywords: Performance, Premiums, Wages, Harvest Employees